

Equality Impact Assessment - head of service review

Reference: EQIA392704720

Submitted: 12 January 2022 16:56 PM

Executive summary

Title of policy or decision: Commercial Vehicle Leasing

Describe the main aims, objectives and purpose of the policy (or decision): The procurement of leased commercial vehicles, their maintenance, fleet management and short term hire vehicle provision for Essex County Council

What outcome(s) are you hoping to achieve?: Strong, Inclusive and Sustainable Economy, High Quality Environment, Health, Independence and Wellbeing for All Ages, A good place for Children and Families to Grow

Which strategic priorities does this support? - Enable inclusive economic growth: Infrastructure

Which strategic priorities does this support? - Help people get the best start and age well: Transport and built environment

Which strategic priorities does this support? - Help create great places to grow up, live and work: Promoting independence

Which strategic priorities does this support? - Transform the council to achieve more with less: Educating outcomes

Is this a new policy (or decision) or a change to an existing policy, practice or project?: a new policy (or decision)

Please provide a link to the document / website / resource to which this EqIA relates: See attached

Please upload any documents which relate to this EqIA, for example decision documents: See attached

Assessing the equality impact

Use this section to record how you have assessed any potential impact on the communities likely to be affected by the policy (or decision): The commercial vehicle fleet is used to provide services to the wider community, for example mobile libraries and wheelchair accessible minibuses, these are used daily to provide a library service to remote locations and to transport service users to schools and days centres.

Does or will the policy or decision affect:

Service users: Yes

Employees: Yes

The wider community or groups of people, particularly where there are areas of known inequalities: Yes

Which geographical areas of Essex does or will the policy or decision affect?: All Essex

Will the policy or decision influence how organisations operate?: No

Will the policy or decision involve substantial changes in resources?: No

Is this policy or decision associated with any of the Council's other policies?: No

Is the new or revised policy linked to a digital service (website, system or application)?: No

Description of impact

Description of Impact. If there is an impact on a specific protected group tick box, otherwise leave blank. You will be given the opportunity to rate identified impacts as positive, negative or neutral on the next page: No impact on any of the above groups

I confirm that I have considered the potential impact on all of the protected characteristics: I confirm that I have considered the potential impact on all of the protected characteristics

Describe any actions that have already been taken to mitigate negative impacts on any of the protected characteristics: Not applicable

Action plan to address and monitor adverse impacts

Does your EqIA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?: No

Details of person completing the form

I confirm that this has been completed based on the best information available and in following ECC guidance: I confirm that this has been completed based on the best information available and in following ECC guidance

Date EqIA completed: 12/01/2022

Name of person completing the EqIA: Garry Plummer

Email address of person completing the EqIA: Garry.Plummer@essex.gov.uk

Your function: Corporate and Customer Services

Your service area: Business Support

Your team: Fleet Team

Are you submitting this EqIA on behalf of another function, service area or team?: No

Email address of Head of Service: sharon.harrington@essex.gov.uk