

# EQUALITY ANALYSIS

This Equality Analysis considers the effect of Bury Council/ Bury CCG activity on different groups protected from discrimination under the Equality Act 2010. This is to consider if there are any unintended consequences for some groups from key changes made by a public body and their contractor partners organisations and to consider if the activity will be fully effective for all protected groups. It involves using equality information and the results of engagement with protected groups and others, to manage risk and to understand the actual or potential effect of activity, including any adverse impacts on those affected by the change under consideration.

For support with completing this Equality Analysis please contact [corporate.core@bury.gov.uk](mailto:corporate.core@bury.gov.uk) / 0161 253 6592

<b>SECTION 1 – RESPONSIBILITY AND ACCOUNTABILITY</b>	
Refer to Equality Analysis guidance page 4	
1.1 Name of policy/ project/ decision	Electric Vehicle Charging Infrastructure (EVCI) supplier for Local Electric Vehicle Infrastructure (LEVI) and City Region Sustainable Transport Settlement (CRSTS) funding
1.2 Lead for policy/ project/ decision	Chris Horth
1.3 Committee/Board signing off policy/ project/ decision	Cabinet Decision
1.4 Author of Equality Analysis	<i>Name: Chris Horth Role: Unit Manager – Environment Team Contact details: j.rossistephen@bury.gov.uk</i>
1.5 Date EA completed	
1.6 Quality Assurance	<i>Name: Role: Contact detail Comments:</i>
1.7 Date QA completed	08/01/25
1.8 Departmental recording	<i>Reference: Date:</i>
1.9 Next review date	

<b>SECTION 2 – AIMS AND OUTCOMES OF POLICY / PROJECT</b>	
Refer to Equality Analysis guidance page 5	
2.1 Detail of policy/ decision being sought	TFGM is looking to appoint a supplier to install, operate and maintain a network of Electric Vehicle Charging Infrastructure (EVCI) to support residents who do not have access to off-street parking.
2.2 What are the intended outcomes of this?	Increase in EVCI in residential areas where there is little access to off-street parking.

## SECTION 3 – ESTABLISHING RELEVANCE TO EQUALITY & HUMAN RIGHTS

Refer to Equality Analysis guidance pages 5-8 and 11

Please outline the relevance of the activity/ policy to the Public Sector Equality Duty

General Public Sector Equality Duties	Relevance (Yes/No)	Rationale behind relevance decision
3.1 To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by Equality Act 2010	Yes	This project will involve providing public Electric Vehicle Charging Infrastructure (EVCI). We need to consider how we make this infrastructure accessible to all users and how it will affect other people using the space. Without proper consideration there is a risk here that individuals may be discriminated against through a lack of equitable access to this provision.
3.2 To advance equality of opportunity between people who share a protected characteristic and those who do not.	Yes	The provision of EVCI to more people will advance equality of opportunity in terms of access to this provision, particularly in regard to socio-economic disadvantage. However, this provision will be more expensive than if people were able to charge their vehicles using their home electricity tariff thereby still maintaining an inequality.
3.3 To foster good relations between people who share a protected characteristic and those who do not	No	There is no relevance in relation to community cohesion here.
3.4 Please outline the considerations taken, including any mitigations, to ensure activity is not detrimental to the Human Rights of any individual affected by the decision being sought.		
The proposal does not have a negative implication in relation to Human Rights with reference to the FREDA principles.		

## SECTION 4 – EQUALITIES DATA

Refer to Equality Analysis guidance page 8

Protected characteristic	Outcome sought	Base data	Data gaps (to include in Section 8 log)
4.1 Age	Equality of access	There is data on the number of electric vehicles registered to Bury and the number of publicly available charging points in Bury, but there is no data on the demographics of users.	We will work with the successful supplier to engage with the network users and members to gather information on demographics which will enable us to maximise equity of access.
4.2 Disability	Ensure access and equipment is accessible		
4.3 Gender	Equality of access		
4.4 Pregnancy or Maternity	Equality of access		
4.5 Race	Equality of access		
4.6 Religion and belief	Equality of access		
4.7 Sexual Orientation	Equality of access		
4.8 Marriage or Civil Partnership	Equality of access		
4.9 Gender Reassignment	Equality of access		
4.10 Carers	Equality of access		

4.11 Looked After Children and Care Leavers	Equality of access		
4.12 Armed Forces personnel including veterans	Equality of access		
4.13 Socio-economically vulnerable	Equality of access As far as possible ensure prices are fair and low.		

## SECTION 5 – STAKEHOLDERS AND ENGAGEMENT

Refer to Equality Analysis guidance page 8 and 9

	Internal Stakeholders	External Stakeholders
5.1 Identify stakeholders	Members, other departments	Residents/Businesses
5.2 Engagement undertaken	EVCI working group established.  Approval sought from Cabinet	Once a supplier has been appointed and locations have been agreed we will consult local residents as well as equality-based community groups in Bury.
5.3 Outcomes of engagement		Consultation will help to ensure that we have considered diverse needs for accessing the infrastructure.
5.4 Outstanding actions following engagement (include in Section 8 log)	N/A	Ensure consultation outcomes inform the detail of how and where the new provision is deployed.

## SECTION 6 – CONCLUSION OF IMPACT

Refer to Equality Analysis guidance page 9

Please outline whether the activity/ policy has a positive or negative effect on any groups of people with protected inclusion characteristics

Protected Characteristic	Positive/ Neutral Negative/	Impact (include reference to data/ engagement)
6.1 Age	Neutral	
6.2 Disability	Neutral	The Council intends to avoid where possible putting infrastructure on footpaths, which will avoid having a detrimental impact on footpath users. If disability is taken into consideration in the planning and design, there should be no negative impacts.
6.3 Gender	Neutral	
6.4 Pregnancy or Maternity	Neutral	

<b>6.5 Race</b>	Neutral	Language diversity will be taken into consideration in all engagement and communication to increase accessibility to all.
<b>6.6 Religion and belief</b>	Neutral	We will work with the supplier to maximise the range of payment methods to take account of different religious beliefs in relation to payment.
<b>6.7 Sexual Orientation</b>	Neutral	
<b>6.8 Marriage or Civil Partnership</b>	Neutral	
<b>6.9 Gender Reassignment</b>	Neutral	
<b>6.10 Carers</b>	Neutral	
<b>6.11 Looked After Children and Care Leavers</b>	Neutral	
<b>6.12 Armed Forces personnel including veterans</b>	Neutral	
<b>6.13 Socio-economically vulnerable</b>	Positive/Negative	<p>There will be an increase in publicly available charging infrastructure, which will make it easier for those who do not have off-street parking to charge an electric vehicle.</p> <p>However, as those who have access to off-street parking can get cheaper tariffs to charge their electric vehicle, this leaves an issue for those who have to rely on public charging infrastructure.</p>
<b>6.14 Overall impact - What will the likely overall effect of your activity be on equality, including consideration on intersectionality?</b>		<p>Overall, there is no significant impact on equality diversity and inclusion. There is a potential impact on those with disabilities, which can be mitigated in the design of the infrastructure ensuring where possible PAS 1899:2022 is followed.</p> <p>Where possible we will work with the supplier to ensure that language diversity is considered with any communications associated with the project.</p> <p>We will also work with the supplier to ensure a wide range of payment methods are available,</p> <p>By increasing the amount of publicly available EVCI it will increase equality of access as it will increase the available charging points to those who don't currently have anywhere to charge vehicles at their home.</p> <p>However, it is important to note that public infrastructure is more expensive to use than private infrastructure that people have installed at their homes, therefore this has the potential to increase socio-economic inequality as those who have private drives next to their houses can refuel their vehicles for a cheaper price compared to those people who are reliant on public charging infrastructure.</p> <p>The only way the Council could remove this inequality would be to subsidise the tariff for public infrastructure. This would include the cost of all to associated costs of running the network including, software costs, back-office costs, maintenance, communications etc. For reference the Be.EV network of public EVCI currently charges £0.49/kWh (£0.46/kWh if you are a member), which is compared to an average of £0.34/kWh for home tariffs (<a href="https://www.energyguide.org.uk">Average Cost of Electricity Per kWh (UK 2023 Updated) (energyguide.org.uk)</a>). This suggests the Council would have to subsidise in the region of 13-15p/kWh, which would not be sustainable with the Council's current financial situation or a proportionate response to the</p>

	<p>potential equality issue here and would disincentivise the Council to increase the network.</p> <p>This is a wider issue than just this project, but to mitigate this, the Council will be looking to secure the cheapest tariff possible and is also involved in a wider project of work with TfGM and the Greater Manchester Combined Authority to improve public transport and active travel infrastructure as well as introducing shared mobility such as car clubs, to help to remove the need to own a private vehicle.</p>
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<b>SECTION 7 – ACTION LOG</b>			
Refer to Equality Analysis guidance page 10			
Action Identified	Lead	Due Date	Comments and Sign off (when complete)
<b>7.1 Actions to address gaps identified in section 4</b>			
Ensure the supplier carries out regular engagement with customer base to assess equality of access.	CH	1 year into contract	
<b>7.2 Actions to address gaps identified in section 5</b>			
Consultation with local residents for each suggested location.	CH	Ongoing	
Include equality-based community groups in the consultations	CH	Ongoing	
<b>7.3 Mitigations to address negative impacts identified in section 6</b>			
Ensure that EVCI is installed in line with British Standard PAS 1899:2022 ‘Electric Vehicles – Accessible charging – Specification.’	CH	Ongoing	
Consider language diversity as part of the roll-out process	CH	Ongoing	
Maximise the range of payment methods available	CH	Ongoing	
Make sure tariff price is assessed as part of the procurement evaluation.	CH	Ongoing	
<b>7.4 Opportunities to further inclusion (equality, diversity, and human rights) including to advance opportunities and engagements across protected characteristics</b>			

<b>SECTION 8 - REVIEW</b>			
Refer to Equality Analysis guidance page 10			
Review Milestone	Lead	Due Date	Comments (and sign off when complete)
	CH	Contract Award	
	CH	6 months after contract award	

	CH	12 months after contract award	
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**Please make sure that every section of the Equality Analysis has been fully completed. The author of the EA should then seek Quality Assurance sign off and departmental recording.**

<b>SECTION 9 – QUALITY ASSURANCE</b>		
Refer to Equality Analysis guidance page x		
<b>Consideration</b>	<b>Yes/No</b>	<b>Rationale and details of further actions required</b>
Have all section been completed fully?	Y	
Has the duty to eliminate unlawful discrimination, harassment, victimization and other conducted prohibited by the PSED and Equalities Act been considered and acted upon?	Y	
Has the duty to advance equality of opportunity between people who share a protected characteristic and those who do not been considered and acted upon	Y	
Has the duty to foster good relations between people who share a protected characteristic and those who do not, been consider and acted upon	Y	
Has the action log fully detailed any required activity to address gaps in data, insight and/or engagement in relation to inclusion impact?	Y	
Have clear and robust reviewing arrangements been set out?	Y	
Are there any further comments to be made in relation to this EA	Y	