

Report Title:	Draft Electric Vehicle Chargepoint Implementation Plan – Approval to Consult
Contains Confidential or Exempt Information	No – Part I
Cabinet Member:	Councillor Haseler, Cabinet Member for Planning, Parking, Highways & Transport
Meeting and Date:	Cabinet – 27 October 2022
Responsible Officer(s):	Andrew Durrant, Executive Director of Place Services, and Chris Joyce, Head of Infrastructure, Sustainability and Economic Growth
Wards affected:	All

## **REPORT SUMMARY**

It is projected that half of all cars and vans in the borough will be electric by 2035, rising to virtually all such vehicles by 2040, as a result of both growing consumer demand and the incoming national bans on the sale of petrol and diesel vehicles, just seven years away. Increasingly, the borough's residents, businesses and visitors will need and expect the infrastructure to be in place to support electric vehicles.

Whilst the majority of charging will take place on residential driveways and in fleet depots, there is a need for the council to support the delivery of chargepoints on land that we manage – i.e. on streets and in council car parks – as part of a range of places where vehicles will need to be charged.

A ten-year Electric Vehicle Chargepoint Infrastructure Plan is being drafted to set out the actions the council will need to take to enable the transition to electric vehicles. To make sure that the plan accurately reflects the experience, needs and circumstances of those that will use it, it is recommended that this draft plan proceed to a public consultation.

The draft plan will fully support our Corporate Plan to create a sustainable borough of opportunity and innovation and our priorities for quality infrastructure and take action on climate change.

### **1. DETAILS OF RECOMMENDATION(S)**

**RECOMMENDATION:** That Cabinet notes the report and:

- i) **Delegates authority to the Head of Infrastructure, Sustainability & Economic Growth Service in consultation with the Cabinet Member for Planning, Parking, Highways & Transport to approve the draft plan progress to public consultation**

**2. REASON(S) FOR RECOMMENDATION(S) AND OPTIONS CONSIDERED**

**Options**

**Table 1: Options arising from this report**

<b>Option</b>	<b>Comments</b>
Progress to public consultation  <b>This is the recommended option</b>	For the plan to effectively enable many more people to switch to electric vehicles, it is vitally important that it accurately reflects the experience, needs and circumstances of those that will use it. The draft plan will benefit from public input, ahead of finalising a plan ready for delivery from the start of the 2023/24 financial year.
Discontinue development of an Electric Vehicle Chargepoint Implementation Plan (i.e. do nothing)  This is not recommended	Without a plan, chargepoints will not be installed at the pace or in the locations that many of our residents, businesses and visitors will need, if they are to make their next vehicle electric.
Immediately adopt the plan and move to implementation.  This is not recommended	The draft plan will benefit from the further input of residents and other stakeholders. The consultation will enable the plan to be improved, whilst still ensuring delivery can begin in the next financial year

**Context**

- 2.1 The sale of new petrol and diesel cars and vans in the UK will end in 2030, as set out in last year’s national Decarbonising Transport strategy. Earlier this year, in Taking Charge: The Electric Vehicle Infrastructure Strategy, the government tasked local authorities with developing local strategies for ensuring the necessary infrastructure will be in place to support this transition, with a particular responsibility for developing the needed network of chargepoints on local authority streets.
- 2.2 It is projected that half of all cars and vans in the borough will be electric by 2035 (based upon University of Oxford’s SCATE tool), rising to virtually all such vehicles by 2040, as a result of both growing consumer demand and the incoming national bans on the sale of petrol and diesel vehicles, just seven years away. Increasingly, the borough’s residents, businesses and visitors will need and expect the infrastructure to be in place to support electric vehicles.
- 2.3 Faced with the climate emergency, transitioning to electric vehicles is essential to efforts to decarbonise transport, which is the largest source of the borough’s carbon emissions accounting for one third of the borough’s total. Our Environment and

Climate Strategy identifies that the pathway to net zero will need to involve a substantial drop of 75% emissions reduction by 2030 and an 88% reduction by 2035. Infrastructure, particularly chargepoints, has a vital role to play in enabling people to make their next vehicle electric by providing the charging opportunities that people need.

- 2.4 The introduction of chargepoints as a prominent new feature of our roads and car parks also serves to accelerate the transition by demonstrating that driving electric is set to become a normal part of everyday life, and offering reassurance to non-users that they will be able to find chargepoints when they need them if they switch to electric.
- 2.5 It is projected that the majority of electric vehicle charging will take place overnight on private residential driveways and in depots, which will often be the cheapest and most convenient place to charge. Residents and businesses will have chargepoints installed on their properties for their own use, linked to the purchase of their electric vehicle.
- 2.6 This will be supported by a growing nationwide privately-run network of premium 'rapid' and 'ultra-rapid' chargepoints that recharge a vehicle in 15 to 30 minutes, particularly suited to service station locations along main roads. On longer journeys, drivers will be able to recharge their vehicles on route, usually as part of the rest stops they would make along the journey anyway.
- 2.7 The role for local authorities to fill is the provision of chargepoints on streets and in council car parks. Residents without off-street parking will need to be able to charge near their home. The times that cars spend parked in car parks will often be a convenient time to top a battery up too, and having our car parks offer charging facilities will ensure our towns continue to meet public expectations and attract shoppers and day-trippers.
- 2.8 Local authority involvement is needed in on-street and car park provision firstly because these are public spaces that we manage, and secondly because typically these types of sites are not commercially viable for chargepoint operators in the near-term. These sites are expected to become commercially viable as the number of electric vehicles on the road increases with time, but local authorities are being encouraged by government to accelerate the transition to electric vehicles by beginning to provide these facilities now. The government are supporting this through their On Street Residential Chargepoint Scheme (ORCS) and Low Emission Vehicle Infrastructure (LEVI) funding pots. Some chargepoint suppliers are willing to take these sites on commercially too, in return for a long concession period for the site.

### **Development of the plan**

- 2.9 A draft Electric Vehicle Chargepoint Implementation Plan has been developed following a review of existing chargepoint trials within the authority, as well as learning and best practice from other local authorities. An early supplier engagement exercise with 12 chargepoint suppliers representing the breadth of business models and technology solutions available has enabled us to develop a plan against which the market can deliver. The council has additionally benefited from expert support offered by the Energy Saving Trust through their government-funded Local Authority Support Programme.

2.10 We now seek to publicly consult on the draft plan. To ensure that the infrastructure that is rolled out will give people the ability and confidence to switch, we want to be sure that our plan accurately reflects the experience, needs and circumstances of those who will use it.

**Proposed approach**

2.11 In a typical week, an electric vehicle will need charging once based on average mileage. Combined with projections of the rate of EV take-up in the borough, the plan identifies that by 2033 the borough will need approximately 600 on-street chargepoints, and a further 125 chargepoints in council car parks. The plan proposes that the borough look to deliver approximately 75 chargepoints per year for the next 10 years to meet this demand, which will offer a manageable delivery programme that spreads the investment over time, whilst ensuring that provision remains ahead of demand and stimulates confidence that there is good availability of charging opportunities.



2.12 The majority of demand for on-street charging will be in Windsor and Maidenhead, as a result of both the concentration of the borough’s population in these towns and also in that away from the towns homes are considerably more likely to have their own driveways where people will choose to charge. The plan recognises that it will be critical to avoid ‘not spots’ in provision, however, and will provide a greater concentration of chargepoints where there is more demand whilst also ensuring there is suitable geographic coverage.

2.13 The plan has looked to understand and incorporate known consumer needs and preferences with regards the positioning and design of chargepoints and the facilities that they offer. This includes ensuring chargepoints are short walks from the homes they serve, availability of contactless payment, live data on chargepoint availability, and simple transparent per unit pricing that is prominently displayed.

- 2.14 It additionally has sought to understand and mitigate the impact of introducing new infrastructure into public spaces, including ensuring accessibility and safety of other users of the space by keeping footways clear of cables and obstructions, utilising existing assets where possible. Additionally, care will be taken to avoid adding to parking pressure on streets by recommending placement at ends of streets where parking demand tends to be lower, which will often make it possible to dedicate the bays or the use of charging EVs only (subject to local circumstances). The public consultation will provide an additional opportunity to better understand public needs and refine the plan accordingly before it is adopted.
- 2.15 The plan offers general principles for an approach to chargepoint provision, but all sites will need to be individually designed and consulted on with the local communities they are designed to serve.
- 2.16 The plan also acknowledges other activities for the council to take in supporting the transition to electric vehicles, including making information available and promoting electric vehicles by embedding these into the council's communications and activities, ensuring new developments incorporate adequate chargepoint provision through compliance with new national building regulations (Building Regulations Approved Document S) and developing plans to transition our own fleet and estate to electric.
- 2.17 As a landowner, the plan also proposes that the council investigate opportunities to identify land that may be suitable for rent or sale to companies seeking land near main roads for new rapid and ultra-rapid charging stations, to both generate income or receipts and facilitate the introduction of these facilities around the borough.

### 3. KEY IMPLICATIONS

**Table 2: Key Implications**

<b>Outcome</b>	<b>Unmet</b>	<b>Met</b>	<b>Exceeded</b>	<b>Significantly Exceeded</b>	<b>Date of delivery</b>
Scaled-up chargepoint rollout commences in 2022/23 financial year	No plan in place	Approved plan in place	N/a	N/a	31 January 2023
Proportion of cars and vans in the borough are electric (and the figure is still growing)	<50%	50% - 59%	60% - 69%	70%+	31 December 2035

- 3.1 Helping residents and businesses to switch to electric vehicles will reduce the borough's carbon emissions, contributing towards our net zero target.

3.2 Electric vehicles contribute to improved air quality in relation to reducing the release of nitrous oxides, which can exacerbate symptoms of lung and heart conditions, increase susceptibility to respiratory infections and allergens, and has a harmful effect on biodiversity. (Electric vehicles do however still emit particulate matter pollution from tyre and brake wear.)

#### **4. FINANCIAL DETAILS / VALUE FOR MONEY**

4.1 The recommendation of this paper to progress the draft plan to public consultation does not commit the council to any new spending. However, it is made in the context of the draft plan recommending the introduction of new infrastructure in the future.

4.2 With regards on street and public car park chargepoints, it is estimated that the plan will require an investment of c. £5 million in chargepoint infrastructure, over the 10-year plan period, funded in the first instance by chargepoint operators and government ORCS and LEVI grants. Early supplier engagement has confirmed that the plan can be delivered without new capital investment from the borough, and with existing staff resources.

4.3 Optionally, the borough could invest capital from CIL or other sources in on street and car park chargepoints. Chargepoint operators typically offer a share of profits if local authorities invest some of their own capital. In such an agreement, the operation and maintenance costs of the chargepoint are met by the chargepoint operator. Returns for the council would initially be very modest, but by 2033 a combination of increased chargepoint profitability from there being more electric vehicles on the roads and the significant number of chargepoints that will be in the borough by that time create an opportunity for the council to benefit from a significant new income stream, estimated to be worth between £250,000 and £500,000 per year to the council, dependent upon the scale to which the council has invested.

4.4 The plan proposes awarding concessions in annual batches over the plan period, with a target of introducing around 75 chargepoints per year. This will give flexibility each year for the council to decide whether, and to what extent, it will invest capital in that financial year. The concessions awarded will be subject to an evaluation of options and best value at the time they are made. It is not necessary for the council to commit to a single chargepoint supplier for the full plan period. Any decision to invest would be subject to a business case at the time, as well as the usual capital project and budget approval process for the year.

4.5 Separately to the introduction of on street and public car park chargepoints, there is an opportunity to generate income or capital receipts from the rent or sale of council land to businesses looking for locations for new rapid and ultra-rapid charging stations. The plan proposes that the council investigates sites with surplus land that may be suitable to make available for this purpose.

#### **5. LEGAL IMPLICATIONS**

5.1 The recommendation of this paper to progress the draft plan to public consultation does not have direct legal implications.

5.2 Providing chargepoints on street and in car parks would involve contracts with chargepoint operators. There is considerable flexibility about the type of contract the council enters into, and this plan leaves the council open to making individual contractual decisions each year of the plan, which would be made with input from the council’s procurement team. The details of any contract would be presented for approval at the time they are proposed to be taken forward.

**6. RISK MANAGEMENT**

**Table 3: Impact of risk and mitigation**

<b>Risk</b>	<b>Level of uncontrolled risk</b>	<b>Controls</b>	<b>Level of controlled risk</b>
Infrastructure installed in the near term may be made obsolete by changes in technology, as electric vehicles are an emerging technology	Medium	Deliver with commercial chargepoint operators, who would take appropriate level of risk and reward	Low
Chargepoint operators do not deliver a level of service that meets resident expectations, or go out of business	Medium	Award concessions in batches, and work with multiple chargepoint operators	Low
Demand for electric vehicles or charging either increases or decreases relative to the assumptions in the plan	Medium	The speed of delivery can be reviewed on an annual basis based upon actual take up and amended accordingly	Low

**7. POTENTIAL IMPACTS**

7.1 Equalities. An Equality Impact Assessment is available as Appendix A.

7.2 Climate change/sustainability. This plan will contribute to the lowering of carbon emissions from travel in the borough and is consistent with the Borough’s Environment and Climate Strategy.

7.3 Data Protection/GDPR. No impact.

**8. CONSULTATION**

8.1 The development of this plan has been informed by:

- Technical support from the Energy Saving Trust’s Local Government Support Scheme
- Early supplier engagement with 12 chargepoint suppliers representing the breadth of business models and technology solutions available
- Resident expressions of interest for future chargepoint locations
- Participation in the Energy Saving Trust’s national LA-EV Forum and Transport for the South East’s Regional Decarbonisation Forum, where local authorities share knowledge and experience

8.2 This paper seeks approval for the draft report to progress to public consultation. It is proposed that a four-week consultation take place during November and December 2022, utilising the council’s RBWM Together engagement platform together with appropriate offline options for viewing the document and responding.

## 9. TIMETABLE FOR IMPLEMENTATION

9.1 Proposed implementation date (subject to call in): 14 November 2022. The full implementation stages are set out in table 4.

**Table 4: Implementation timetable**

Date	Details
14 November 2022	Public consultation commences
12 December 2022	Public consultation closes
24 January 2023	Final plan presented to Cabinet
1 April 2023	Rollout begins in new financial year

## 10. APPENDICES

10.1 This report is supported by one appendix:

Appendix A – Equality Impact Assessment

## 11. BACKGROUND DOCUMENTS

11.1 This report is supported by five background documents:

- [Royal Borough of Windsor & Maidenhead Corporate Plan 2021-26](#)
- [Environment & Climate Strategy \(Royal Borough of Windsor & Maidenhead\)](#)
- [Decarbonising Transport \(Department for Transport\)](#)
- [Taking Charge: The Electric Vehicle Infrastructure Strategy \(HM Government\)](#)
- [The Building Regulations 2010 – Approved Document S– Infrastructure for the charging of electric vehicles](#)



## 12. CONSULTATION

Name of consultee	Post held	Date sent	Date returned
<i>Mandatory: Statutory Officers (or deputies)</i>			
Adele Taylor	Executive Director of Resources/S151 Officer	24/8/22	31/8/22
Emma Duncan	Director of Law, Strategy & Public Health/ Monitoring Officer	24/8/22	25/08/22
<i>Deputies:</i>			
Andrew Vallance	Head of Finance (Deputy S151 Officer)	24/8/22	n/a
Elaine Browne	Head of Law (Deputy Monitoring Officer)	24/8/22	n/a
Karen Shepherd	Head of Governance (Deputy Monitoring Officer)	24/8/22	25/8/22
<i>Mandatory: Procurement Manager (or deputy) - if report requests approval to go to tender or award a contract</i>			
Lyn Hitchinson	Procurement Manager		
<i>Mandatory: Data Protection Officer (or deputy) - if decision will result in processing of personal data; to advise on DPIA</i>			
Emma Young	Data Protection Officer		
<i>Mandatory: Equalities Officer – to advise on EQiA, or agree an EQiA is not required</i>			
Ellen McManus	Equalities & Engagement Officer		
<i>Other consultees:</i>			
<i>Directors (where relevant)</i>			
Duncan Sharkey	Chief Executive/DASS		
Andrew Durrant	Executive Director of Place	24/8/22	24/8/22
Kevin McDaniel	Executive Director of People Services		
<i>Heads of Service (where relevant)</i>			
Chris Joyce	Head of Infrastructure, Sustainability & Economic Growth	19/8/22	30/09/22
Alysse Strachan	Head of Neighbourhood Services	24/8/22	08/09/22
<i>External (where relevant)</i>			
N/A			

Confirmation relevant Cabinet Member(s) consulted	Cabinet Member for Planning, Parking, Highways & Transport	Yes
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## REPORT HISTORY

<b>Decision type:</b>	<b>Urgency item?</b>	<b>To follow item?</b>
Key decision  First entered into the Cabinet Forward Plan: 17 August 2022	No	No

Report Author: Dug Tremellen, Transport Policy Manager, 01628 796220

## APPENDIX A - EQUALITY IMPACT ASSESSMENT

### Essential information

Items to be assessed: (please mark 'x')

Strategy		Policy		Plan	x	Project		Service/Procedure	x
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Responsible officer	Dug Tremellen	Service area	Infrastructure, Sustainability & Economic Growth	Directorate	Place Services
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<b>Stage 1: EqIA Screening (mandatory)</b>	Date created: 17/08/2022	<b>Stage 2 : Full assessment (if applicable)</b>	N/A
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**Approved by Head of Service / Overseeing group/body / Project Sponsor:**

*"I am satisfied that an equality impact has been undertaken adequately."*

**Signed by (print):** Chris Joyce

**Dated:** 30/09/2022

## **Guidance notes**

### **What is an EqlA and why do we need to do it?**

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

Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act.

Advancing equality of opportunity between those with 'protected characteristics' and those without them.

Fostering good relations between those with 'protected characteristics' and those without them.

EqlAs are a systematic way of taking equal opportunities into consideration when making a decision, and should be conducted when there is a new or reviewed strategy, policy, plan, project, service or procedure in order to determine whether there will likely be a detrimental and/or disproportionate impact on particular groups, including those within the workforce and customer/public groups. All completed EqlA Screenings are required to be publicly available on the council's website once they have been signed off by the relevant Head of Service or Strategic/Policy/Operational Group or Project Sponsor.

### **What are the "protected characteristics" under the law?**

The following are protected characteristics under the Equality Act 2010: age; disability (including physical, learning and mental health conditions); gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

### **What's the process for conducting an EqlA?**

The process for conducting an EqlA is set out at the end of this document. In brief, a Screening Assessment should be conducted for every new or reviewed strategy, policy, plan, project, service or procedure and the outcome of the Screening Assessment will indicate whether a Full Assessment should be undertaken.

### Openness and transparency

RBWM has a 'Specific Duty' to publish information about people affected by our policies and practices. Your completed assessment should be sent to the Strategy & Performance Team for publication to the RBWM website once it has been signed off by the relevant manager, and/or Strategic, Policy, or Operational Group. If your proposals are being made to Cabinet or any other Committee, please append a copy of your completed Screening or Full Assessment to your report.

### Enforcement

Judicial review of an authority can be taken by any person, including the Equality and Human Rights Commission (EHRC) or a group of people, with an interest, in respect of alleged failure to comply with the general equality duty. Only the EHRC can enforce the specific duties. A failure to comply with the specific duties may however be used as evidence of a failure to comply with the general duty.

## Stage 1: Screening (Mandatory)

### What is the overall aim of your proposed strategy/policy/project etc and what are its key objectives?

The aim of the Electric Vehicle Chargepoint Implementation Plan is to set out how the council will play its role in ensuring chargepoints are provided around the borough to enable a transition away from petrol and diesel cars and vans, and to meet resident needs and expectations relating to their provision.

The aim of the public consultation is to gather public feedback on a draft of the plan, to inform the development of a final version of the document, ensuring it will deliver the needed infrastructure.

1.2 What evidence is available to suggest that your proposal could have an impact on people (including staff and customers) with protected characteristics? Consider each of the protected characteristics in turn and identify whether your proposal is Relevant or Not Relevant to that characteristic. If Relevant, please assess the level of impact as either High / Medium / Low and whether the impact is Positive (i.e. contributes to promoting equality or improving relations within an equality group) or Negative (i.e. could disadvantage them). Please document your evidence for each assessment you make, including a justification of why you may have identified the proposal as “Not Relevant”.

Protected characteristics	Relevance	Level	Positive/negative	Evidence
<b>Age</b>	Relevant	Medium	Participation in online consultation – would have the potential to be negative, but mitigation in place	Whilst making consultation materials available online can expand the number of people that the exercise can reach, feedback from previous consultations has shown that a significant number of older persons lack access to or otherwise are unable to participate in online consultations. The consultation will make hard copies available to view in person, and feedback can be submitted by post / hand delivered to Town Hall.
<b>Disability</b>	Relevant	Medium	Participation in online consultation – would have the potential to be negative, but mitigation in place  Introduction of charging infrastructure not designed with the needs of disabled persons in mind – negative	Whilst making consultation materials available online can expand the number of people that the exercise can reach, attention will be paid to ensure consultation materials and ways to feedback are available in a variety of suitably accessible formats.  Across the UK, many early examples of chargepoint installations have proved to be inaccessible to some disabled people through their design and positioning. Additionally, some have reduced the accessibility of street environments through poor positioning, eg. blocking footways
<b>Gender re-assignment</b>	Not relevant	N/a	N/a	N/a
<b>Marriage/civil partnership</b>	Not relevant	N/a	N/a	N/a
<b>Pregnancy and maternity</b>	Not relevant	N/a	N/a	N/a

<b>Race</b>	Not relevant	N/a	N/a	N/a
<b>Religion and belief</b>	Not relevant	N/a	N/a	N/a
<b>Sex</b>	Relevant	Medium	Introduction of charging infrastructure in isolated locations where women may not feel safe, particularly at night	Across the UK, many early examples of chargepoint installations did not consider personal safety and security, at the chargepoint and on walking routes between the chargepoints and people's homes
<b>Sexual orientation</b>	Not relevant	N/a	N/a	N/a

**Outcome, action and public reporting**

Screening Assessment Outcome	Yes / No / Not at this stage	Further Action Required / Action to be taken	Responsible Officer and / or Lead Strategic Group	Timescale for Resolution of negative impact / Delivery of positive impact
<b>Was a significant level of negative impact identified?</b>	Not at this stage	<p>We are ensuring that the consultation offers alternative ways to access materials and respond, to ensure that everyone can participate</p> <p>The plan has recognised the known impacts of chargepoint design, positioning and personal security considerations on people with protected characteristics, based upon national experience of chargepoint installation so far, and proposed that the council adopts policies to remove or effectively mitigate these impacts, including adoption of government and British Standards Institute (forthcoming) standards and guidance. The public consultation will offer an additional opportunity to check that the needs of people with protected characteristics have been identified and understood, and are reflected in the final plan that the council adopts</p>	Dug Tremellen, Transport Policy Manager	<p>Within the public consultation</p> <p>Within final published plan</p>
<b>Does the strategy, policy, plan etc require amendment to have a positive impact?</b>	Not at this stage	<p>The strategy has considered the known needs of persons with protected characteristics, based on learning from experience nationally. The public consultation will offer an additional opportunity to check that the needs of people with protected characteristics have been identified and understood, and are reflected in the final plan that the council adopts</p>	Dug Tremellen, Transport Policy Manager	Within final published plan



If you answered **yes** to either / both of the questions above a Full Assessment is advisable and so please proceed to Stage 2. If you answered “No” or “Not at this Stage” to either / both of the questions above please consider any next steps that may be taken (e.g. monitor future impacts as part of implementation, re-screen the project at its next delivery milestone etc).

## **Stage 2 : Full assessment**

### 2.1 : Scope and define

**2.1.1 Who are the main beneficiaries of the proposed strategy / policy / plan / project / service / procedure? List the groups who the work is targeting/aimed at.**

**2.1.2 Who has been involved in the creation of the proposed strategy / policy / plan / project / service / procedure? List those groups who the work is targeting/aimed at.**

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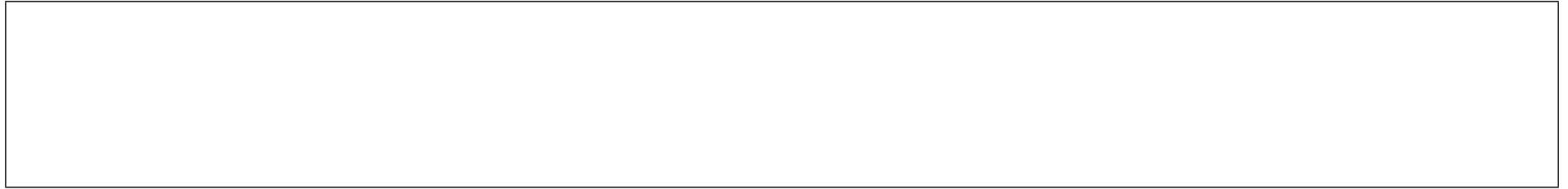
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**2.2 : Information gathering/evidence**

**2.2.1 What secondary data have you used in this assessment? Common sources of secondary data include: censuses, organisational records.**

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**2.2.2 What primary data have you used to inform this assessment? Common sources of primary data include: consultation through interviews, focus groups, questionnaires.**



Eliminate discrimination, harassment, victimisation

<b>Protected Characteristic</b>	<b>Advancing the Equality Duty : Does the proposal advance the Equality Duty Statement in relation to the protected characteristic (Yes/No)</b>	<b>If yes, to what level? (High / Medium / Low)</b>	<b>Negative impact : Does the proposal disadvantage them (Yes / No)</b>	<b>If yes, to what level? (High / Medium / Low)</b>	<b>Please provide explanatory detail relating to your assessment and outline any key actions to (a) advance the Equality Duty and (b) reduce negative impact on each protected characteristic.</b>
Age					
Disability					
Gender reassignment					
Marriage and civil partnership					
Pregnancy and maternity					
Race					
Religion and belief					
Sex					
Sexual orientation					

Advance equality of opportunity

Protected Characteristic	Advancing the Equality Duty : Does the proposal advance the Equality Duty Statement in relation to the protected characteristic (Yes/No)	If yes, to what level? (High / Medium / Low)	Negative impact : Does the proposal disadvantage them (Yes / No)	If yes, to what level? (High / Medium / Low)	Please provide explanatory detail relating to your assessment and outline any key actions to (a) advance the Equality Duty and (b) reduce negative impact on each protected characteristic.
Age					
Disability					
Gender reassignment					
Marriage and civil partnership					
Pregnancy and maternity					
Race					
Religion and belief					
Sex					
Sexual orientation					

Foster good relations

<b>Protected Characteristic</b>	<b>Advancing the Equality Duty : Does the proposal advance the Equality Duty Statement in relation to the protected characteristic (Yes/No)</b>	<b>If yes, to what level? (High / Medium / Low)</b>	<b>Negative impact : Does the proposal disadvantage them (Yes / No)</b>	<b>If yes, to what level? (High / Medium / Low)</b>	<b>Please provide explanatory detail relating to your assessment and outline any key actions to (a) advance the Equality Duty and (b) reduce negative impact on each protected characteristic.</b>
Age					
Disability					
Gender reassignment					
Marriage and civil partnership					
Pregnancy and maternity					
Race					
Religion and belief					
Sex					
Sexual orientation					

**2.4 Has your delivery plan been updated to incorporate the activities identified in this assessment to mitigate any identified negative impacts? If so please summarise any updates.**

*These could be service, equality, project or other delivery plans. If you did not have sufficient data to complete a thorough impact assessment, then an action should be incorporated to collect this information in the future.*

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