

## PART B – Equality Analysis Form

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc. – see page 11 of Equality Screening and Analysis Guidance.

| 1. Title  |  |
|---|--|
| <b>Equality Analysis title:</b> Rotherham (SYMCA) Local Electric Vehicle Infrastructure (LEVI) Fund   |  |
| <b>Date of Equality Analysis (EA):</b> 23/10/25   |  |
| <b>Directorate:</b><br>Finance & Customer Services  | <b>Service area:</b><br>Property & Facilities Services |
| <b>Lead Manager:</b><br>Andy Wilson   | <b>Contact number:</b><br>01709254804                  |
| <b>Is this a:</b><br><input type="checkbox"/> Strategy / Policy <input checked="" type="checkbox"/> Service / Function <input type="checkbox"/> Other |  |
| If other, please specify  |  |

## 2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance

| Name           | Organisation | Role<br>(eg service user, managers, service specialist) |
|----------------|--------------|---|
| Andy Wilson    | RMBC         | EVI Officer   |
| Steven Cope    | RMBC         | Energy & Environment Manager                            |
| Louise Preston | RMBC         | Climate Change Manager                                  |

## 3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

### **Aim/Scope (who the Policy/Service affects and intended outcomes if known)**

This may include a group/s identified by a protected characteristic, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

The Council's Electric Vehicle (EV) charge points are publicly available and are therefore for all to use, including those with protected characteristics including gender, disability and pregnancy. EVs are very often the choice for those with disabilities as the Motability scheme promotes their use, being automatic as standard.

### **What equality information is available? (Include any engagement undertaken)**

The permanent online survey allows for information about the Accessibility of devices and any issues raised. There have been no specific issues raised with the Council's current portfolio of devices.

Future consultation is planned and will form part of the concessionaires contract for delivery.

### **Are there any gaps in the information that you are aware of?**

It is not currently known which non-council sites have considered accessibility and what this means for the wider EV charging network of the Borough.

As this project is in the concept stage it is also now currently known what accessibility provisions would be included within the final project plan.

### **What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?**

Adherence to the PAS 1899:2022 standard will be monitored throughout the programme.

The engagement and feedback received throughout the public consultations/engagement run as part of the concessionaire's contract will also be monitored to ensure feedback is incorporated into the delivery phase. It is not yet clear what form this will take but will form part of the project planning and will include input from local ward members to ensure local input is considered.

A regional steering group will also be set up and be minuted for further escalation and discussion of this area.

|  |  |
|--|--|
| The existing form will remain available for residents and communities to make comments if they prefer to comment outside of the formal consultation carried out by the contractor. |  |
| <b>Engagement undertaken with customers. (date and group(s) consulted and key findings)</b>  | <p>As this is a SYMCA led project the Council has done no specific formal engagement at this stage with specific groups. However, stakeholder consultation by the delivery partner in collaboration with the Council will form part of the wider scheme following the onboarding of the concessionaire. The Council has also undertaken consultation activities at the Rotherham Show on the wider EV topic.</p> <p>The Council does have an existing data gathering form online which users can share their thoughts and requirements with the Council on the Council's operated EVI.</p>                                   |
| <b>Engagement undertaken with staff (date and group(s) consulted and key findings)</b>   | <p>Engagement has been undertaken through the Climate Change Project Board and Champions network, both containing varied officers from across Council sites. The Council has also undertaken a Lunch and Learn session internally which shared some of the expectations of the scheme and allowed for comments.</p> <p>A specific internal project board will be set up following approval of the scheme containing relevant officers from across services to form part of the mobilisation of this project.</p> <p>Staff through the abovementioned board will continue to be involved periodically across the Council.</p> |

#### 4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)

**How does the Policy/Service meet the needs of different communities and groups?** (Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) - see glossary on page 14 of the Equality Screening and Analysis Guidance)

All charging devices will be designed to comply with PAS 1899:2022 requiring graphic guides and / or a number of language options to select from. All installation sites will include 1 or a minimum of 10% of charging bays designed to PAS1899 where possible.

It is not always possible to comply fully with the PAS1899 standard, especially when retrofitting infrastructure at existing sites and on the highway. Rather than omit a site completely from the program, consideration will be given to using 'best endeavours' and or providing signage to alternative Accessible chargers.

**Does your Policy/Service present any problems or barriers to communities or Groups?**

Elderly and less physically capable users may have difficulty manipulating charging cables and connectors. As the program is primarily delivering slow / fast chargers, this requires users to provide their own cables which they will be familiar with.

EV charging uses a new type of infrastructure and payment methods including apps and RFID cards. Emphasis is placed on ease of use, including for new users and those digitally unfamiliar, through clear signage, instructions and 24/7 live customer helpline.

**Does the Service/Policy provide any positive impact/s including improvements or remove barriers?**

There are positive impacts in that the Council's expansion of a network mandating PAS1899 principles will rebalance overall provision as the private sector has so far placed less emphasis on this, so make accessing chargers easier for all residents. The program will have accessibility and customer support built-in to the concession contract.

**What affect will the Policy/Service have on community relations?** (may also need to consider activity which may be perceived as benefiting one group at the expense of another)

The scheme inherently benefits EV users or prospective EV users, particularly at its outset. This will become less of an issue as EV driving becomes more mainstream and as legislation reduces (and ultimately removes) the number of new ICE vehicles on the market. It is a requirement that the Council installs EV chargers across the Borough to provide a suitable network ahead of demand. There are a variety of opinions on the transition to EVs at present and perceptions may alter as technology and demand changes.

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

## **5. Summary of findings and Equality Analysis Action Plan**

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic - See page 11 of the Equality Screening and Analysis guidance

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| <b>Title of analysis: LEVI Main fund Equality Impact Analysis</b>  |
| <b>Directorate and service area: Property &amp; Facilities Services</b>  |
| <b>Lead Manager: Andy Wilson</b>   |
| <b>Summary of findings:</b>  |
| <b>It is important that protected characteristics are considered as part of the installation of each site.</b> |

| <b>Action/Target</b>  | <b>State Protected Characteristics as listed below</b> | <b>Target date (MM/YY)</b>      |
|---|--|---------------------------------|
| <b>Inclusion of requirement to meet PAS1899:2022 in procurement specification.</b>                                | <b>D</b>   | <b>31/03/2026</b>               |
| <b>Review of compliance with PAS1899:2022 as ongoing part of contract.</b>  | <b>D</b>   | <b>Ongoing</b>                  |
| <b>Ensure regional steering group includes and escalates equalities issues.</b>                                   | <b>All</b>   | <b>Ongoing following set up</b> |
| <b>Existing form to remain open and signposted too for ad hoc resident communication</b>                          | <b>All</b>   | <b>Ongoing – already live</b>   |
| <b>Ensure consultation includes key groups and stakeholders including equalities considerations for delivery.</b> | <b>All</b>   | <b>TBC</b>                      |

\*A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups

## 6. Governance, ownership and approval

Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.

| Name           | Job title  | Date     |
|----------------|--|----------|
| Louise Preston | Climate Change Manager                                 | 23/10/25 |
| Kevin Fisher   | Assistant Director, Property & Facilities Services     | 12/11/25 |
| Cllr Williams  | Cabinet Member for Transport, Jobs & the Local Economy | 13/11/25 |
| Judith Badger  | Strategic Director, Finance & Customer Services        | 14/11/25 |

## 7. Publishing

The Equality Analysis will act as evidence that due regard to equality and diversity has been given.

If this Equality Analysis relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy should also be sent to [equality@rotherham.gov.uk](mailto:equality@rotherham.gov.uk) For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

|   |   |
|---|---|
| <b>Date Equality Analysis completed</b>   | 04/11/25  |
| <b>Report title and date</b>  | Rotherham (SYMCA) Local Electric Vehicle Infrastructure (LEVI) Fund, 15 <sup>th</sup> December 2025 |
| <b>Date report sent for publication</b>   |   |
| <b>Date Equality Analysis sent to Performance, Intelligence and Improvement</b><br><a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a> | 05/11/25  |