

Appendix C

Equality Impact Assessment (EIA) Form

(Before completing this form, please refer to the supporting guidance document)

The purpose of this form is to aid the Council in meeting the requirements of the Public Sector Equality Duty contained in the Equality Act 2010. This requires the Council to have "due regard" of the impact of its actions on the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between persons who share a relevant protected characteristic and those who do not.

The assessment is used to identify and record any concerns and potential risks. The following actions can then be taken to address these issues:

- Remove risks abandon the proposed policy or practice.
- Mitigate risks amend the proposed policy or practice so that risks are reduced.
- Justify policy or practice in terms of other objectives.

1. Policy details	1. Policy details		
Name of policy	Local Electric Vehicle Infrastructure Fund Pilot (LEVI)		
Department and service	Environment and Transport (E&T), Development and Growth Branch Highway & Transport Commissioning Service Area Transport Strategy and Policy (TSaP) Team		
Who has been involved in completing the Equality Impact Assessment?	Lynne Stinson, Head of Service Highways and Transport Commissioning		
Contact	Lynne.Stinson@leics.gov.uk		



	nd of policy or practice change the policy or practice change. What is the purpose, expected outcomes and rationale? Include the background
	The Local Electric Vehicle Infrastructure (LEVI) Fund Pilot project is a delivery stream of the Electric Vehicle Charging Strategy (EVCS), recently developed and approved by Leicestershire County Council Cabinet in September 2024, to enable electric vehicle (EV) chargepoints to be installed on the highway across the county, attached as Appendix A.
What is the proposal?	This Pilot is the first stage in providing delivery and installation of up to 100 chargepoints across the county. Working with Midlands Connect (MC) and 4 other Local Authorities, Lincolnshire (who are the Lead Authority in terms of procurement and legal), Rutland, Herefordshire and Stoke- on- Trent, as a consortium to share costs, resources and to share knowledge and information to progress installing chargepoints.
	The funding is provided by Office of Zero Emission Vehicles (OZEV) to help increase the number of chargepoints across the country to help the public make the switch to EV's. This Pilot Fund of £1million across the Consortium will leverage private investment from Chargepoint Operators (CPOs).
	Due to this Project being a pilot, lessons will be learnt as the project progresses and this will feed into the Electric Vehicle Charging Strategy (the Strategy) in its 2026 refresh.
What change and impact is intended by the proposal?	The LEVI Pilot Project will impact drivers across all protected groups who live, work, study or visit the County. It will help to facilitate the transition from Internal combustion (ICE) vehicles to EV's by making it easier for drivers to find an EV charging point, particularly those without access to off-street parking. At first this may make it harde
What is the rationale for this proposal?	
	Greater uptake of EV's will have a positive impact on air quality. Poor air quality has a greater impact on some groups with protected characteristics; children, pregnant women and older people suffer the negative health impacts of poor air quality more than others.
	Charge points that are placed on the footway may impact pedestrians, however, mitigation measures will be considered and implemented where necessary to help minimise the effects, with a particular focus on reducing impacts to those pedestrians with protected characteristics.



Lack of EV charging infrastructure can have wide-ranging negative impacts, including on health, the environment, quality of life and the economy, potentially impacting on earning ability, access to life opportunities (such as healthcare, education and training) and social isolation.

Increasing EV chargepoints and facilitating this increase will aid in providing transport opportunities for all residents, workers and visitors to Leicestershire. It will maximise social and environmental benefits and addresses wider social challenges, including air quality, accessibility, and health.

Government policy, to phase out and end of sales of new petrol and diesel cars by 2035, will see all new cars and vans be fully zero emission at the tailpipe from 2035 (ending the sale of Plug-in Hybrid electric vehicles). Officers have been exploring opportunities to install Electric Vehicle Charge Points (EVCP) on the public highway, which is within the remit of Leicestershire County Council, using external Government grants such as LEVI funding.

The aim of the LEVI scheme is to provide EV chargepoints to those who have limited and/or no off-street parking. This is to ensure that the public has greater access to charging facilities, maximising equality and inclusion. A cobenefit is tackling emissions because everyone, is critical in tackling the climate emergency. The Council aims to provide EV charging infrastructure, to support residents in areas of limited and/or no off-street parking and where there is evidenced on-street parking demand, to enable the switch to an electric vehicle, so that residents are confident in being able to charge their vehicle.

The total number of publicly available chargepoints across Leicestershire in April 2024 was 540. The number of on-street chargepoints is 0 (zero).

As of December 2023, across Leicestershire there are approximately 13,100 registered private and company plug in electric vehicles (PiVs) according to Government data. Forecasting estimates show that by 2030 there will be 128,300 EV's registered in Leicestershire. It is estimated that this would generate the need for a minimum of 3,200 chargepoints to meet the forecast EV uptake.

By 2040, it is estimated the 29% of car and van CO₂ emissions could be saved through switching to EVs.

The Council's objective is to ensure that local transport network remains as safe as possible for all users and that it continues to be able to deal with current and future challenges as best as possible, contributing to the delivery



of wider strategic objectives, including reducing the negative impact of local transport system on the environment,
and improving health and accessibility.

3. Evidence gathered on equality implications - Data and Engagement.

What evidence about potential equality impacts is already available? This could come from research, service analysis, questionnaires, and engagement with protected characteristics groups

What equalities information or data has been gathered so far?

What does it show?

* Protected characteristics

Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (gender), sexual orientation and community cohesion. Good practice also includes an assessment of needs and impact on other communities of interest.

What engagement has been undertaken so far?

EV Survey and Interactive Map.

During October - November 2023, Leicestershire County Council undertook an engagement exercise, using a questionnaire and an interactive map to ask about barriers to EV charging as well as where the public would like to see an EV chargepoint located in Leicestershire.

The engagement exercise was held online, with paper versions being available on request, and directly engaged with the public, local representatives including elected members, district council councillors and parish councils.

The engagement was advertised to the public via the Have Your Say page on Leicestershire County Council's website, newspaper articles, social media posts on Facebook, Instagram, LinkedIn and Nextdoor as well as interviews with Mr Ozzy O'Shea CC (Cabinet Lead Member for Highways, Transportation and Flooding) on East Midlands Today and Fosse 107.

Local representatives were engaged directly through email circulation to local members, the Leicestershire EV Charging Working Group including district council officers, and parish councils.

In total, 540 responses were received on the EV survey, 53% of which were from current EV owners, with 36% reporting an intention to own an EV in the future. A total of 594 pins were placed on the social pinpoint interactive map, with 567 of these pins indicating a suggested location for a new EV chargepoint.

There was a good distribution of responses received from across the County.

The Office for National Statistics (ONS) provides census and labour market statistics via Nomis, which contains equalities data. Where appropriate, this information may be cross-referenced with Council data, for example, areas of deprivation. Leicester Shire Rutland Statistics and Research (LSR) also provides data, maps, reports and other useful information about communities in Leicester, Leicestershire and Rutland.

Engagement on the EVCS using the EV Survey and interactive map, was undertaken to help to steer the Strategy and will help to input into site selection.



What does it show?	Comments and suggestions already received have been considered and, where appropriate, incorporated into site selection for the LEVI Pilot.
	Going forward, appropriate engagement/consultation will be carried out by the CPO during the delivery and installation phase of the LEVI Pilot.

4. Benefits, concerns and mitigating action

Please specify if any individuals or community groups who identify with any of the 'protected characteristics' may potentially be affected by the policy and describe any benefits and concerns including any barriers.

Use this section to demonstrate how risks would be mitigated for each affected group

The LEVI Projects will benefit all road users by improving air quality and reducing CO₂ and NO₂ emissions from the tailpipes of Internal combustion engine (ICE) vehicles. This will also help to improve air quality for residents and those that walk and cycle along the highway.

The LEVI Project is an integral part of the Net Zero Action Plan and will help to deliver the Council's Net Zero targets for Leicestershire. There is currently no evidence to suggest that Council approach has had, or will have, a negative impact on protected groups, although this is something that will be monitored, along with all other trends.

The LEVI Project uses the evidence gathered as part of the EV Countywide survey to ensure that chargepoints are provided where the public have requested them, where they will be used, also, the placement of chargepoints in rural areas where CPOs are not likely to install a chargepoint on their own merit. This will focus the limited funding that the Council has been given and will provide the greatest benefits for the residents, commuters and visitors of Leicestershire.

All users of the transport network, including pedestrians, cyclists, drivers and passenger transport users, will benefit, including protected groups. The impact on all protected groups is assessed as being **positive/neutral**.

Group	What are the benefits of the proposal for those from the following groups?	What are the concerns identified and how will these affect those from the following groups?	How will the known concerns be mitigated?
Age		The provision of Electric Vehicle Charging Infrastructure (EVCI) would be for all drivers regardless of age to assist them with	Chargepoint Operators (CPOs) to follow the Publicly Available



Expanding the charging network will help people to feel more comfortable in purchasing an EV due to concerns around battery range, thereby increasing the amount of people buying and leasing EVs.

A reduction in the price of EVs through higher demand will therefore make EVs more affordable to younger people.

Improve local air quality. (Poor air quality can disproportionately impact children and older people) driving EVs and will support those drivers of all ages to transition to EVs and support their mobility in and around the County.

There are concerns that EV chargepoints could impact those with disabilities including those with age or pregnancy related health issues and the elderly. This would apply if chargepoints, ease. intended to serve residential areas, are not within close proximity and are not fully accessible.

There is also a potential trip hazard risk around trailing cables. However, many of these risks are mitigated with the CPO utilising the PAS 1899 guidance which defines what constitutes CPOs will be required to ensure a fully accessible chargepoint and is considered best practice. This is not yet mandatory but will be most likely to be mandate in 2024/25.

There is a concern that increased pavement clutter could result reduce the weight of chargepoint in barriers for some older people.

People who are more dependent on a car due to age factors will need to be able to access EV charging points. However, ability to access EV chargers maybe be challenging to some (strength and dexterity) (elderly and those with a disability) if charging infrastructure is heavy/difficult to insert into the sockets or the technology is difficult to use, such as the use of smart phones and apps, which older people may not have access to.

The inclusion of chargepoints will be an improvement in the provision of EV driving for current and future generations regardless of any specific characteristic.

Specification 1899 (PAS1899) quidance where feasible or where possible, in accordance with the technical specification, to ensure that older persons are able to use the facilities with

All chargepoints will be located at the kerbside to minimise the risk of trailing cables. As part of the accessibility standards, it is expected that that the cables are visible.

PAS 1899 guidance will provide advice and guidance to help cables will be suitable for pregnant persons to use without being too heavy and cumbersome.

Chargepoints under 7kw will not be contactless and, therefore, will not limit those with smart technology to use them, rather it will be in a similar style to a parking meter in a car park, thereby being inclusive.



Chargepoints installed in disabled parking bays will allow access for all electric vehicle owners. Allowing greater movement and independence due to the availability of chargepoints in disabled parking spaces. People who are dependent on the car due to a disability will need to be able to access EV charging points.

Improve local air quality (poor air quality can disproportionately impact children and older people).

Those over 60 are more likely to have age-related health conditions or disability.

Those with disabilities or health issues may be more susceptible to health issues resulting from increased temperatures due to climate change.

Chargepoints need to be installed in areas of disabled parking as well as those without.

There is a concern that increased pavement clutter could increase barriers for wheelchair users as well as pose a disproportionate risk to those suffering a visual impairment. Those with a visual impairment may require fixed street furniture. For example, with some chargepoints a wand is used to plug into the ground and also some can raise up from underground. This can be challenging due to the constant changing of the chargepoint and lack of visibility, trip hazard and uneven surface.

There are potential benefits for those with conditions that affect CPOs will be required to ensure breathing as air quality is improved with switch from ICE (Internal combustion engine) to BEV (Battery electric vehicle).

- Increased EVs will mean less noise pollution making things more ambiently pleasant but problematic for those who use sound for safety.
- There is potential for negative impact resulting from on-people with disabilities can use street electric vehicle chargepoints as trailing cables can them easily. The connection pose a trip hazard and/or a barrier to many disabled people (this includes for people with a wide range of disabilities such as people with physical impairments, people who are blind/have low vision, people who may have a carer with them).
- Areas where there are restricted widths and uneven road surfaces can contribute to exacerbating issues experienced by people with a wide range of impairment parking bays. types by increasing barriers to accessibility.
- As well as the potential for trip hazards and for reducing space resulting in barriers to many disabled people, it has been identified that there is potential for negative impact regarding safety for wheelchair and mobility

CPO's to follow the PAS 1899 guidance, where feasible or where possible, in accordance with the technical specification, to ensure that older persons and disabled users are able to use the facilities with ease. Chargepoints will be located at the kerbside to minimise the risk of trailing cables. As part of the accessibility standards, it is expected that

that the cables are visible.

The design, position and location of chargepoints need careful consideration to ensure that point should be at a suitable height and the charger should not obstruct the footway or prevent access by people using wheelchairs. This means that some may need to be placed on buildouts in the carriageway or in

The Council recognises that potentiality not all disabilities may be catered for due to the wide-ranging needs for

Disability



		scooter users as, surfaces will be uneven, potentially resulting in unsafe practices such as manoeuvring around these potential obstacles into traffic flow areas. • Advances in technology can be less accessible for some and it is identified that related difficulties in activities such as setting up user accounts, using charging points themselves have the potential to result in negative impacts, for example, for people with learning disabilities. • There is potential for negative impacts, especially for people with a range of disabilities (e.g. upper mobility, dexterity etc.) when using and plugging in cables. • Motability is the largest fleet of Electric Vehicles in the country, providing vehicles to people with disabilities and allowing them to achieve greater independence. The LEVI Pilot and installing EV Chargepoints across the county is a positive for those that have Motability scheme vehicles. The LEVI Pilot will look to install EVCP's in currently marked disabled bays, ensuring they are PAS compliant where possible and necessary.	individuals and the many different circumstances. The chargepoints are required to be able to be used by disabled drivers (includes height, reach of cables, visibility of screens and signage). The charging bays should not prevent disable drivers from accessing chargers or charging ports. Kerbs, bollards and protective crash barriers should all be situated in a manner that does not prevent disable drivers accessing chargers. Having accessible charging facilities will support those disabled drivers to transition to electric cars and support their mobility in and around the County.
Race	everyone to have access to public charging facilities.	Leicester City at its heart. Many households have no members that have English as their main language. Information should be available to be provided in multiple languages to ensure access. There is potential for exclusion of people in different portions of	via a QR code will be provided in a variety of languages so that everyone will be able to access the facility. It is the intention to have a good spread of chargepoints across
Sex (gender)	Increased provision of chargepoints will allow people	this group. This could result from language barriers at charging infrastructure. There is a general concern that groups which are more worried about their personal safety when walking, could find accessing EV chargepoints more difficult.	the County to allow for access for all. The density of chargepoints and ease of use, as well as ensuring that the chargepoints are located



		situations and in some areas. If EV chargepoints were to be installed on the public highway, adequate lighting would be some options required as well as potentially CCTV to ensure safety.	in well-lit and safe areas, will help to mitigate these concerns. Chargepoints will be located in public areas and, where possible, not in isolated locations to further the safety of users.
Gender Reassignment	No evidence of a positive or negative impact on that group	At this stage, impacts in respect of this Protected Characteristic are identified as being 'neutral' as none have been identified which have the potential to disproportionately affect people within this 'group'.	N/A
Marriage and Civil Partnership	No evidence of a positive or negative impact on that group	At this stage, impacts in respect of this Protected Characteristic are identified as being 'neutral' as none have been identified which have the potential to disproportionately affect people within this 'group'.	N/A
Sexual Orientation	No evidence of a positive or negative impact on that group	At this stage, impacts in respect of this Protected Characteristic are identified as being 'neutral' as none have been identified which have the potential to disproportionately affect people within this 'group'.	N/A
Pregnancy and Maternity	Increased provision of chargepoints will allow pregnant women to charge in suitable and safe areas. Improve local air quality (poor air quality can disproportionately impact on	EV chargepoints as trailing cables can pose a trip hazard and/or a barrier to people with a pram/pushchair. Areas where there are restricted widths and uneven road surfaces can contribute to exacerbating issues experienced by people with a pram/pushchair. In addition, it has been identified that there is potential for negative impact regarding safety for people with	PAS 1899 provides guidance for a diverse range of people which includes those who may be discriminated against such as being pregnant or on maternity leave. PAS, will provide advice to help CPOs design the chargepoints,
	pregnant women and children	in unsafe practices such as manoeuvring around these potential obstacles into traffic flow areas. These issues relate to those who are pregnant and who may experience less mobility because of pregnancy.	e.g. reduce the weight of chargepoint cables, so that they will be suitable for pregnant persons to use without being too heavy and cumbersome, as well as be accessible to use in terms



		There is a concern that increased pavement clutter could increase barrier for prams and pushchairs and chargepoints taking up space on the footpath/pavement. Similar considerations of this characteristic are to age/ disability regarding use of infrastructure if heavy/ challenging to connect.	
	No evidence of a positive or negative impact on that group.	At this stage, impacts in respect of this Protected Characteristic are identified as being 'neutral' as none have been identified which have the potential to disproportionately affect people within this 'group'.	N/A
Other groups e.g., rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, armed forces.	more residents to access EVs and enable greater independence and movement. Improve local air quality (poor air quality can impact on everyone, improving air quality will provide a better place to live and will enable more people to be active by having less polluting vehicles on the road and thereby making the outside a better	Technology EV chargepoints are increasingly becoming a digital service and accessed via smart phone. Older people are less likely to have a smartphone than the population as a whole and, overall, are less likely to be digitally enabled/confident. Most EV charging services are cashless and debited to the passenger's card/bank account via an App. Around 1.5 million people in the UK do not have bank accounts, which could mainly impact residents with lower incomes. Poverty and Financial Inclusion There is a concern that some groups with protected characteristics have a higher proportion of people on lower incomes, which makes EV ownership/leasing more challenging. This is expected to be a short-term impact with EVs expected to achieve price parity with petrol/diesel vehicles by 2025-27, with	without smart phones and the App. Increasingly, contactless payment is available, but is dependent on the CPO and if they offer that chargepoint functionality. Poverty and Financial Inclusion The price of charging is set by



more second-hand options becoming available. This also needs The Council will not have full to be set in the context of the rising cost of petrol/diesel, particularly for high mileage users.

The densities and phased approach to installation (supply of chargepoints is in alignment with demand), should mean that those without EVs are not significantly impacted in terms of their ability to find parking spaces. However, the demand of paying for both parking and charging provision may mean the cost of owning an EV is still too great. Charging an EV at public EV charging facilities is usually more expensive than for those who can charge from home. This is linked to the costs associated with installing, maintaining, and operating the facilities as well as differences in parking have the option of EV VAT.

Tariffs vary depending on the CPO, type of charging and energy price fluctuations amongst other things.

Rural Isolation

The majority of Leicestershire is rural with small settlements spread out across the County. Residents in these areas will be less likely to have public on-street charging points due to the lack of commercial viability for the CPOs to install chargepoints The LEVI Project will look to in these locations. This can lead to people being isolated especially with the reduction in public transport services, which market towns across the county means the private vehicle is the choice for many. To enable the as well as a small number of residents of these communities to think of switching to an EV will mean that the charging infrastructure needs to be installed first due to concerns on battery range.

LEVI would also have a positive impact on rural isolation as it allows for a sustainable form of transport in rural areas where we expect car demand will remain.

Deprivation

control over the setting of EV charger tariffs at its chargers under a concession contract. Whilst it is not possible to address the higher price of electricity at public chargepoints through this procurement, the Council should look to ensure that residents have access to market competitive tariffs so that those without access to off-street ownership supported by a commercially sustainable network. In addition, innovative on-street home charging solutions will continue to be investigated.

Rural Isolation

install EVCP's in the main other locations, as this is a trial with only up to 80 chargepoints, it is not feasible to add chargepoints in each rural location. Further LEVI projects will

address this issue by ensuring that a certain percentage of



	There are concerns that more deprived areas will not get EV	chargepoints are installed in rural
	chargepoints installed and that they will then miss out on being	settlements as part of the
	able to own or lease an EV; especially with the prices of EVs	funding criteria.
	and charging increasing or being too expensive.	
	This can then limit people to cheaper more polluting vehicles	<u>Deprivation</u>
	which may not then be able to go into any Clean Air Zones	After speaking to several CPOs,
	(CAZ) without additional costs, therefore, actually increasing	financial deprivation is felt to be
	the amount spent over a timeframe than an upfront initial price	less of an issue as it is believed
	which may be outside of their financial remit. This may have a	that leasing vehicles will mean
	knock-on effect to not being able to access jobs and services	that everyone has equal chance
	easily.	of owning an EV as well as
	There are some potential positive impacts as climate change	certain employments utilising
	can disproportionately impact low-income neighbourhoods	EVs already, such as light goods
	where there can be less resilience to issues such as flooding.	vehicles (e.g. Amazon drivers).
	LEVI would have a positive impact on the climate crisis, by	
	helping to reduce carbon emissions.	

5. Action Plan and Recommendations Use this section to describe concerns further. Produce a framework to outline how identified risks/concerns will be mitigated.			
What concerns were identified?	What action is planned? Who is responsible for the action?		Timescale
Conservation areas, particularly siting of the chargepoints in areas of significant historical and central locations which may detract from the cultural	We will ensure that chargepoint locations are agreed with the district conservation officer and the chargepoint operator. In sites where there is a conservation order in place, we will have a site visit with the appropriate officers to discuss options and if the site is not suitable, we will look at other location options as necessary. This will be site specific.	Lynne Stinson	Ongoing throughout the project, to ensure that chargepoints are sited sympathetically and within reason.
•	We will ensure that the feeder pillars associated with the chargepoints are	Lynne Stinson	Ongoing throughout the project to ensure that chargepoints and



themselves. The feeder pillars for the Rapid chargepoints are quite large and will take up a lot of space. More street furniture for pedestrians to navigate, especially for those that are disabled or with mobility issues, have sight/vision issues.	sited in suitable locations where they will not be an impediment for pedestrians. We will also ensure that they are covered in the appropriate district colours. There may also be the potential to install educational materials on the feeder pillars and artwork related to the area.	the associated feeder pillars and other infrastructure is sited sympathetically and in suitable locations that do not impeded pedestrians.
disabled users and those with	Chargepoints will have provision to ensure that cables are held up off the floor and to make the cables lighter to use, this will then make the chargepoints better to use for people with disabilities, those with mobility requirements and those that cannot lift heavy items, such as the elderly and pregnant people.	Ongoing through the project. We will monitor usage and any queries/complaints and handling issues as they arise.

6. Way forward

How will the action plan and recommendations of this assessment be built into decision making and implementation of this proposal?

This LEVI Fund is a pilot and will pave the way for a wider roll out of chargepoints. As such, the lessons learnt from this pilot will ensure that any issues and concerns found will be assessed and solutions produced to ensure that they do not happen with the wider full roll out. Monitoring of the use of chargepoints will help to ensure that we are installing chargepoints correctly.



How would you monitor the impact of your proposal and keep the EIA refreshed?	The LEVI Pilot project is currently in progress, with delivery and installation of chargepoints from 2025 onwards. This pilot will allow officers to understand about chargepoint locations, infrastructure delivery, best practice and working with a CPO and how to deal with any problems/ issues that may arise throughout the project and will help with any further wider chargepoint roll out. The results of this pilot will also feed directly into the Electric Vehicle Charging Strategy which is due to be reviewed and refreshed in 2026: https://www.leicestershire.gov.uk/sites/default/files/2024-09/Electric-Vehicle-EV-Charging-Strategy.pdf This EIA will be reviewed at the end of the LEVI Pilot project, to pick up any unexpected issues and will then inform the wider LEVI Rollout, and A further EIA will then be drafted for the wider LEVI Rollout.
Sign off by DEG Chair/Director or Head of Services	Janna Walker, Assistant Director Development and Growth