

# Community Impact Assessment

Staffordshire County Council Public Electric Vehicle Charging  
Infrastructure Strategy

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## ➤ Equality Assessment

The Public Sector Equality Duty is part of the Equality Act 2010 and this Duty requires us as a public body to have 'due regard' to eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a 'relevant protected characteristic' and people who don't.

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<b>Age</b> - older and younger people	People of all ages will benefit from an enhanced quality of life and well-being through a cleaner, greener and more resilient local environment by the County Council encouraging the adoption and roll out of EVs.	No specific risks relating to age have been identified at this stage.	When engaging with communities to encourage and drive forward the adoption and roll out of EVs, endeavour to do this in an accessible way to residents who are elderly, particularly those who are digitally excluded. Mitigations/recommendations will be developed as impacts are identified.
<b>Disability</b> - people who are living with different conditions and disabilities, such as: mental illnesses, long term conditions, Autism and other neurodiverse conditions, learning disabilities, sensory impairment and physical disabilities.	People with disabilities will benefit from an enhanced quality of life and well-being through a cleaner, greener and	No specific risks relating to people with disabilities.	When engaging with communities to encourage and drive forward the adoption and roll out of EVs, endeavour to make it accessible to all, including those with disabilities such as visual impairment or learning disabilities. Consideration

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
	more resilient local environment by the County Council encouraging the adoption and roll out of EVs.		will need to be given to the location of charging points for example designated disabled charging bays and bays for parents/carers with small children may be required. Mitigations/recommendations will be developed as impacts are identified.
<b>Gender reassignment</b> - those people in the process of transitioning from one sex to another	People who have undergone gender reassignment or are transitioning will benefit from an enhanced quality of life and well-being through a cleaner, greener and more resilient local environment by the County Council encouraging the adoption and roll out of EVs.	No specific risks relating to gender reassignment have been identified at this stage.	Mitigations/recommendations will be developed as impacts are identified.

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<b>Marriage &amp; Civil Partnership</b> - people who are married or in a civil partnership should not be treated differently at work	N/A	No specific risks relating to people who are married or in a civil partnership have been identified at this stage.	Mitigations/recommendations will be developed as impacts are identified.
<b>Pregnancy &amp; Maternity</b> - women who are pregnant or who have recently had a baby, including breast feeding mothers	Women who are pregnant or who have recently had a baby, including breast feeding mothers will benefit from through an enhanced quality of life and well-being through a cleaner, greener and more resilient local environment by the County Council encouraging the adoption and roll out of EVs.	No specific risks relating to women who are pregnant or who have recently had a baby, including breast feeding mothers have been identified at this stage.	Mitigations/recommendations will be developed as impacts are identified. Consideration will need to be given to the location of charging points to make them more accessible.

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p><b>Race</b> - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins</p>	<p>People of all ethnicities will benefit from an enhanced quality of life and well-being through a cleaner, greener and more resilient local environment by the County Council encouraging the adoption and roll out of EVs.</p>	<p>No specific risks relating to race have been identified at this stage.</p>	<p>When engaging with communities to encourage and drive forward the adoption and roll out of EVs, endeavour to do this in an accessible way to residents who do not have English as their first language.</p> <p>Mitigations/recommendations will be developed as impacts are identified.</p>
<p><b>Religion or Belief</b> - people with any religious or philosophical belief, including a lack of belief. A belief should affect a person's life choices or the way they live for it to be considered</p>	<p>People of all religions and beliefs will benefit from an enhanced quality of life and well-being through a cleaner, greener and more resilient local environment by the County Council encouraging the adoption and roll out of EVs.</p>	<p>No specific risks relating to religion or belief has been identified at this stage.</p>	<p>Mitigations/recommendations will be developed as impacts are identified.</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<b>Sex</b> - men or women	People of all genders will benefit from an enhanced quality of life and well-being through a cleaner, greener and more resilient local environment by the County Council encouraging the adoption and roll out of EVs.	No specific risks relating to different genders have been identified at this stage.	Consideration will need to be given to the location of charging points to ensure safety for example public locations with lighting and cctv.  Mitigations/recommendations will be developed as impacts are identified.
<b>Sexual orientation</b> - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	People of all sexual orientations will benefit from an enhanced quality of life and well-being through a cleaner, greener and more resilient local environment by the County Council encouraging the adoption and roll out of EVs.	No specific risks relating to gender reassignment have been identified at this stage.	Mitigations/recommendations will be developed as impacts are identified.

➤ **Workforce Assessment**

Who will be affected – consider the following protected characteristics: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation	Benefits	Risks	Mitigations / Recommendations
All staff	Staff who live/work in Staffordshire will benefit from an enhanced quality of life and well-being through a cleaner, greener and more resilient local environment by the County Council encouraging the adoption and roll out of EVs.	No specific risks to SCC staff	<p>It is recommended that all staff take part in the climate change training module available on the Learning Hub.</p> <p>Consideration will need to be given to the location of charging points to make them accessible for all for example designated disabled charging bays for staff who have a disability.</p> <p>Mitigations/recommendations will be developed as impacts are identified.</p>

➤ **Communities Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
There is a risk that the current rollout of public EV charging will be too slow to meet demand, which risks creating 'charging deserts,' reducing people's willingness to switch to EVs for those residents who are unable to charge their vehicle at home.	The creation of charging hubs at retail parks, visitor attractions and at local authority owned and managed car parks can attract visitors to the area.	Failure to provide alternative charging infrastructure could delay the transition to EVs for many Staffordshire residents.	<p>A public charging network is needed to provide practical alternatives to home charging to ensure that those without access to off-street parking are not disadvantaged.</p> <p>The Strategy outlines how local authorities should support the installation of charge points at workplaces or retail parks, improving EV facilities at off-street parking locations and especially installing charge points in local authority owned and managed car parks.</p>

➤ **Economic Assessment**



Key consideration	Benefits	Risks	Mitigations / Recommendations
Higher skilled workforce	With the increased uptake of EV technologies, this will lead to the growth and development of higher skilled jobs.	These jobs are created outside of Staffordshire or the West Midlands.	It is recommended that as EV technologies are adopted on a larger scale, that the necessary resource is identified and implemented to capture the potential for growth and enhanced jobs within the reach of Staffordshire residents.

## ➤ Climate Change Assessment

Key considerations	Benefits	Risks	Mitigations / Recommendations
The proposal has climate change implications as transport contributes c40% of the c5.8 million tonnes of Carbon emissions. EV adoption forms a critical part in tackling climate change, and the decarbonisation of transport in Staffordshire is recognised within the revised Staffordshire's 2021-2025 Climate Change Action Plan.	The proposal will make a positive contribution to net zero and adaptation	If the EV strategy is not adopted or is delayed, there is a risk that the climate change action plan targets will not be met and the benefits to residents and businesses will be delayed.	It is recommended that the draft Strategy is adopted.

