

Equalities Impact Assessment Approval

Impact Assessment initial information

Your email address: amanda.morgan2@nottsc.gov.uk

Your name: Amanda Morgan2

Your department: Chief Executive's

Your job role: Project Manager

Description of what the Equality Impact Assessment is for. (Do not use acronyms or jargon so that the title is easily understood by the general public.):

Review of staff travel (including the introduction of Travel Champions, a new Travel Hierarchy, potential for car clubs and e-learning module)

Which document, report, Option for Change, Committee report etc. are the details set out in? (Please make sure the relevant report references this EqIA.) :

No formal report or Option for Change - project stemmed from staff travel sprint in late 2022

What are the aims of your proposed activity / policy? (Please keep to approximately 100 words.):

We want to explore the art of the possible for staff travel options, with the overall objectives of reducing carbon emissions and the cost of travel for the Council and staff. There are several drivers - Nottinghamshire Plan commits to making all Council activities net carbon neutral by 2030; we recognise that ways of working have significantly changed and we don't always need to meet face to face - although we recognise that some teams do need to travel to complete their jobs appropriately (such as social care). Reviewing staff travel will also allow staff and the wider Council to reduce travel costs, which is beneficial for all involved in the current cost of living situation.

Is a detailed impact assessment and consultation required?:

Yes a detailed impact assessment and consultation is required.

Impact Assessment details

Who are the main internal and external stakeholder groups that will be affected? (Please tick select all that are relevant.):

NCC staff

For information only - they will not be notified by this process - Who will be in the best position to monitor the impact? (Will usually be the person responsible for implementation of the policy / activity.) - Name:

Amanda Morgan2

For information only - they will not be notified by this process - Who will be in the best position to monitor the impact? (Will usually be the person responsible for implementation of the policy / activity.) - Email:

amanda.morgan2@nottsc.gov.uk

Please indicate when you would like to revisit this policy or activity.:

12 months

Please give the names of any other officers involved in undertaking the assessment

Section 1

Type the full name of the officer undertaking the assessment then click SEARCH:

Alex Smith

Select from the list:

Alex Smith1 - alex.smith1@nottsc.gov.uk (ap78)

Officer name:

Alex Smith1

Officer Email:

alex.smith1@nottsc.gov.uk

Does this policy / activity
rely on, relate to or mention
any other policy?:

No

Age

Section 1

Please select one option at
a time::

Negative impact

Negative impact and how it
will be dealt with.:

We need to consider older and younger workers needs - for example family circumstances which are related to caring commitments (children and older parents) which may impact on the travel choices made. Therefore the travel hierarchy should encourage and not penalise if colleagues need to use their own transport, and Travel Champions must be supportive of individual choice.

Disability

Section 1

Please select one option at
a time::

Negative impact

Negative impact and how it
will be dealt with.:

As age, the travel hierarchy needs to consider individual need and respect that using public transport may not be an option for colleagues with disabilities for example, they may need to use their own adapted car. This also extends to the proposed Travel Champions scheme, which will encourage and reflect individual circumstances.

Gender Reassignment

Section 1

Please select one option at a time::

Not applicable

Pregnancy and maternity

Section 1

Please select one option at a time::

Negative impact

Negative impact and how it will be dealt with.:

Colleagues may need to use their own transport due to pregnancy/maternity (medical appointments or conditions, and child care) therefore individual needs are to be respected and supported. Assumptions that everyone can cycle or walk to work for example are not appropriate.

Race (including origin, colour or nationality)

Section 1

Please select one option at a time::

Not applicable

Religion or belief

Section 1

Please select one option at a time::

Not applicable

Sex

Section 1

Please select one option at a time::

Not applicable

Sexual Orientation

Section 1

Please select one option at a time::

Not applicable

Marriage or Civil Partnership

Section 1

Please select one option at a time::

Not applicable

People who use different languages including British Sign Language

Section 1

Please select one option at a time::

Negative impact

Negative impact and how it will be dealt with.:

Materials to support the travel hierarchy and Travel Champions need to be appropriate for all, and different formats are to be produced to be inclusive.

Other Groups

Consultation exercise:

Consultation exercise to be done

Please give details of the consultation exercise to be undertaken.:

Employee networks, Union colleagues, HR colleagues

Please indicate with whom you consulted and the outcome of the discussions.:

Approval actions

Approver name:

Mark Walker

Approver Email:

mark.walker@nottscc.gov.uk

Actioned by: mark.walker@nottscc.gov.uk

Do you approve this impact assessment?: Yes - this will complete the process.

Approver's comments: We are very early in the process to work up what options and proposal we will take forward. As such it is really difficult to ascertain the if there will or the extent to which there will be a negative impact on the groups identified.

HIDDEN - Date case submitted - for 6 month calc: 16/05/2023

HIDDEN - 12 month review date: 16/05/2024

Review Date: 16/05/2024

HIDDEN - Review Date: 16/05/2024

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