

Cambridge City Council Equality Impact Assessment (EqIA)

This tool helps the Council ensure that we fulfil legal obligations of the [Public Sector Equality Duty](#) to have due regard to the need to –

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Guidance on how to complete this tool can be found on the Cambridge City Council intranet. For specific questions on the tool please contact the Community Equity Team at equalities@cambridge.gov.uk.

Also, once you have drafted the EqIA please send this to equalities@cambridge.gov.uk for checking.

1. Title of strategy, policy, plan, project, contract or major change to your service
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Fleet replacement and decarbonisation

2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)
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N/A

3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?

<p>The Fleet Replacement and Decarbonisation Programme will replace ageing fleet vehicles and plant assets over a rolling three-year period to improve operational reliability, reduce maintenance costs and support delivery of the Council's net zero commitments.</p>
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<p>The programme adopts an electric vehicle first approach, replacing vehicles with battery electric alternatives where operationally suitable and economically viable. Where suitable electric alternatives are not currently available, lower-carbon technologies and fuels, including Hydrotreated Vegetable Oil (HVO), may be used as a transitional solution.</p>
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<p>The programme aims to reduce fleet-related carbon emissions, improve air quality, reduce reliance on fossil fuels, improve service resilience and provide a structured and sustainable approach to future fleet investment. It supports the Council's ambition to achieve net zero carbon emissions from its own operations by 2030 whilst ensuring frontline services continue to be delivered effectively and efficiently.</p>

4. Responsible Team and Group

City Services – Fleet Services

Responsible Officer: Fleet Services Manager

5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service?

(Please tick all that apply)

- Residents
- Visitors
- Staff

The programme will affect residents, visitors and staff through the replacement of fleet vehicles used to deliver Council services. Residents and visitors may benefit from improved air quality, reduced vehicle emissions and more reliable frontline services. Staff who operate, manage or maintain fleet vehicles will be affected through the introduction of newer vehicle technologies, including electric vehicles and other lower-carbon alternatives.

6. What type of strategy, policy, plan, project, contract or major change to your service is this?

- New
- Major change
- Minor change

7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)

- Yes
- No

The programme will be delivered through collaboration between Fleet Services, Procurement, Finance, Sustainability, Legal Services and operational service areas that utilise fleet vehicles and plant. External partners may include vehicle manufacturers, framework providers such as Crown Commercial Service (CCS) and TPPL, charging infrastructure providers and specialist consultants where required. Ongoing engagement with service managers and vehicle users will ensure replacement vehicles remain operationally suitable and aligned with service requirements.

8. What research methods/ evidence have you used in order to identify equality impacts of your strategy, policy, plan, project, contract or major change to your service?

Click here to enter text. The assessment has been informed by:

- The Fleet Replacement and Decarbonisation Study.
- Analysis of fleet age, utilisation, fuel consumption and maintenance data.

- The Council's Climate Change Rating Tool assessment.
- Engagement with Fleet Services, operational managers, trade unions and service representatives to understand operational requirements and vehicle suitability.
- Consultation with Finance, Procurement, Sustainability and Legal colleagues during development of the programme.
- Operational experience gained from the Council's existing electric vehicle fleet.
- Cambridge City Council's Climate Change Strategy and Air Quality objectives.

9. Potential impacts

For each category below, please explain if the strategy, policy, plan, project, contract or major change to your service could have a positive/ negative impact or no impact. Where an impact has been identified, please explain what it is. Consider impacts on service users, visitors and staff members separately.

(a) Age - Please also consider any safeguarding issues for children and adults at risk

[Click here to enter text.](#)

Positive impact.

Children, older people and adults at risk can be more vulnerable to the effects of poor air quality. The replacement of older fleet vehicles with lower-emission alternatives is expected to contribute to improved air quality and reduced vehicle emissions. More reliable fleet assets will also support the continued delivery of frontline services relied upon by residents of all ages. No safeguarding concerns have been identified.

(b) Disability

Positive impact.

Improved air quality may benefit some disabled residents, particularly those with respiratory conditions. The programme is also expected to improve vehicle reliability and support continuity of Council services that may be used by disabled residents. No negative impacts have been identified.

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(c) Gender reassignment

No impacts have been identified specific to this equality group.
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(d) Marriage and civil partnership

No impacts have been identified specific to this equality group.
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(e) Pregnancy and maternity

Positive impact.

Improved air quality resulting from reduced vehicle emissions may provide health benefits for pregnant women, new mothers and young children. No negative impacts have been identified.

(f) Race – Note that the protected characteristic ‘race’ refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.
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No impacts have been identified specific to this equality group.
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(g) Religion or belief

No impacts have been identified specific to this equality group.
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(h) Sex

No impacts have been identified specific to this equality group.
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(i) Sexual orientation

No impacts have been identified specific to this equality group.

(j) Other factors that may lead to inequality – in particular, please consider the impact of any changes on:

- **Low-income groups or those experiencing the impacts of poverty.**
- **People of any age with care experience – this refers to individuals who spent part of their childhood in the care system due to situations beyond their control, primarily arising from abuse and neglect within their families. The term “Care experience” is a description of a definition in law, it includes anyone that had the state as its corporate parent by virtue of a care order in accordance with the Children Act 1989 and amendments.**
- **Groups who have more than one protected characteristic that taken together create overlapping and interdependent systems of discrimination or disadvantage. (Here you are being asked to consider intersectionality, and for more information see: https://media.ed.ac.uk/media/1_159kt25q).**

Positive impact.

The programme is not expected to have any adverse impact on low-income groups, people with care experience or individuals experiencing multiple forms of disadvantage. Improved air quality and reduced vehicle emissions may provide wider community benefits, including for residents who are more vulnerable to the impacts of environmental pollution and poor health outcomes.

The programme does not introduce new charges, reduce access to Council services or change eligibility for service provision. Improved fleet reliability is expected to support the continued delivery of frontline services relied upon by a wide range of residents, including those experiencing poverty, care-experienced individuals and people with multiple protected characteristics.

No negative impacts have been identified.

10. Action plan – New equality impacts will be identified in different stages throughout the planning and implementation stages of changes to your strategy, policy, plan, project, contract or major change to your service. How will you monitor these going forward? Also, how will you ensure that any potential negative impacts of the changes will be mitigated? (Please include dates where possible for when you will update this EqIA accordingly.)

The Equality Impact Assessment will be reviewed annually throughout the implementation of the Fleet Replacement and Decarbonisation Programme and updated if any new equality impacts are identified.

Fleet Services will continue to engage with service managers, vehicle users and other stakeholders during vehicle replacement planning to ensure operational requirements are met and that no unintended barriers are created for staff or service users.

The programme will be monitored through existing governance arrangements, including fleet performance reporting, service feedback and programme review meetings. Should any adverse equality impacts be identified during implementation, appropriate mitigation measures will be developed and incorporated into future vehicle replacement decisions.

The EqIA will be formally reviewed following completion of the initial three-year programme or sooner if there are significant changes to the programme scope or delivery approach.

11. Do you have any additional comments?

No additional comments. No further equality impacts have been identified at this stage.

12. Sign off

Name and job title of lead officer for this equality impact assessment: Peter Birch, Fleet Manager.

Names and job titles of other assessment team members and people consulted: James Elms, Director City Services Group Director

Date of EqIA sign off: 16th June 2026

Date of next review of the equalities impact assessment: 16th June 2027

Date to be published on Cambridge City Council website: TBC

All EqIAs need to be sent to the Community Equity Team at equalities@cambridge.gov.uk