

Tameside Metropolitan Borough Council Equality Impact Assessment Form



Subject / Title	Tameside’s Electric Vehicle Infrastructure Strategy 2026 – 2031
Project Lead Officer (Name and Job Title)	Callum Shaw, Electric Vehicle Infrastructure Officer
Assistant Director / Director	Ben Middleton
Department	Strategic Asset Management
Directorate	Housing Environment and Estates

EIA Start Date	EIA Completion Date
18/10/2025	16/01/2026

This Equality Impact Assessment template contains collapsible advice and instructions. **Whenever you see a triangle pictured here, ► click on it to reveal or collapse advice and instructions.**

PURPOSE OF THE EQUALITY IMPACT ASSESSMENT

An Equality Impact Assessment (EIA) aims to examine whether a proposal will contribute to or alleviate inequalities in Tameside through assessing the potential impacts the proposal may have on people with ‘protected characteristics’. (A ‘proposal’ here includes any strategy, policy, service change, or project).

‘Protected characteristics’ are attributes that people have or experiences that people may go through which can result in marginalisation or disadvantage. Under the Equality Act 2010, there are nine legally mandated protected characteristics to consider:

- Age
- Sex
- Race (including colour, nationality, and ethnicity)
- Religion or belief
- Disability
- Sexual orientation
- Gender identity¹

¹ We have rearticulated ‘gender reassignment’ under the Equality Act 2010 as ‘gender identity’. An explanation for this is given in the definitions of protected characteristics in STEP FIVE.

Tameside Metropolitan Borough Council Equality Impact Assessment Form

- Pregnancy and maternity
- Being married or in a civil partnership

Tameside Council has classified further characteristics as protected, referred to as 'extra protected characteristics'. These are below:

- Carers
- Cared for Children and Care Leavers
- Ill Mental Health
- Neurodivergence
- Socio-Economic Disadvantage

Conducting an Equality Impact Assessment based on these protected characteristics will aid compliance with the Public Sector Equality Duty (Equality Act 2010, section 149), which requires that all public bodies pay 'due regard' to the three general aims of the Public Sector Equality Duty:

- i. Eliminate unlawful discrimination, harassment, and victimisation
- ii. Advance equality of opportunity between people who share a protected characteristic and those who do not
- iii. Foster good relations between people who share a protected characteristic and those who do not

Having 'due regard' involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

EQUALITY IMPACT ASSESSMENT CORPORATE STANDARDS

Due to the important ethical and legal aims of the Equality Impact Assessment (EIA), there are several corporately agreed criteria which should be fulfilled when completing EIAs:

- An EIA is required for all formal decisions that involve changes to service delivery. For all other proposals, an EIA must be considered.
- The decision as to whether an EIA is undertaken rests with the Project Lead Officer in consultation with the appropriate Assistant Director / Director where necessary. Where an EIA is not completed, the reason(s) for this must be detailed within the appropriate report.

Tameside Metropolitan Borough Council Equality Impact Assessment Form



- EIAs must be timely and completed alongside the development of any proposal. The findings of any potential detrimental or inequitable impact that may occur through the implementation of the proposal on residents, service users, or staff must be brought to the attention of the decision maker in the accompanying report. Appropriate mitigations must be integrated into the development of the proposal.
- EIAs should be carried out by at least two people. Guidance from case law indicates that judgements arrived at in isolation are not consistent with showing ‘due regard’ to the necessary equality duties.

INITIAL SCREENING

Purpose:	To identify which proposals need to proceed to Part II of the EIA Process – the full EIA.
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Step 1: Summarise the proposal

1a.	Proposal Title:	Tameside’s Electric Vehicle Infrastructure Strategy 2026 – 2031 and Public Consultation
1b.	Proposal Aims:	The Draft Tameside EVI Strategy (2025–2031) aims to expand fair and accessible EV charging across the borough, prioritising areas without off-street parking. It seeks to support the transition to zero-emission transport, improve air quality, and align with Greater Manchester’s 2038 Net Zero target. The strategy promotes inclusive design (PAS 1899), encourages private investment for long-term sustainability, and engages residents to ensure delivery meets local needs.
1c.	Context:	Aligns with the GM Transport Strategy 2040 and Net Zero 2038 objectives. Tameside has below-average public EVCI provision and high proportions of terraced housing and deprivation. LEVI and CRSTS funding collectively address these gaps through fair, data-led site selection and EV chargepoint installation.

Tameside Metropolitan Borough Council Equality Impact Assessment Form



1d.	Stakeholders:	TMBC (Climate & Energy, Planning, Engineering, Legal, Finance), TfGM, local disability and community groups, residents, local businesses, Electricity North West, Charge Point Operators, Jigsaw Homes, Active Tameside, NHS Tameside
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Step 2: Impact Analysis – identify the impacts

Purpose:	To identify potential impacts the proposal may have on people with protected characteristics.
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SEE INSTRUCTION:

Each potential impact can be classified as ‘direct’ or ‘indirect’.

A **direct impact** occurs when the proposal is targeted at a particular group. For example, if libraries closed down children’s areas, this would directly impact children under ‘Age’.

An **indirect impact** occurs when the proposal is more general or universal, but it has a knock-on effect on people with particular protected characteristics. For example, if a pelican crossing is removed due to construction or highway changes, this would indirectly impact people with disabilities (‘Disability’), the elderly (‘Age’), people with children or who are pregnant (‘Pregnancy/Maternity’).

If a detrimental direct or indirect impact is identified, an appropriate **mitigating action** should be integrated into the development of the proposal. A mitigating action is an adjustment to the proposal that will reduce or minimise the impact. This is covered in STEP SIX of the EIA Process.

The Impact Analysis is separated between two steps: STEP TWO (here) and STEP FIVE (below). In this step:

- State whether any direct or indirect impacts have been identified under each protected characteristic.
- List the impacts identified under each protected characteristic.
- Identify whether a mitigation action is required.

There is **no requirement** at this stage to provide the detailed evidence about each impact or identify specific mitigating actions.

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When identifying impacts, think about:

- Information and intelligence you have access to (e.g. data that is publicly available)
- Experiences and knowledge of residents and service users
- Experiences and knowledge of colleagues, including frontline staff
- Experiences in other local boroughs, particularly Greater Manchester and statistical neighbours
- Research reports from think tanks, academia, government organisations, and charities
- **‘Multiple marginalisation’** – how the proposal may impact people with combinations of protected characteristics (e.g. Age and Race/Ethnicity) rather than consider each protected characteristic singularly. A proposal may impact people with one combination of protected characteristics more than another combination of protected characteristics. For example, moving a service from physical to digital provision may detrimentally affect elderly people of Bangladeshi backgrounds more than elderly people of a White British background.

Protected Characteristic	Direct Impact	Indirect Impact	Mitigation Required
<i>Select yes or no from the drop-down list in each box to identify whether any direct or indirect have been identified under each protected characteristic, and also select yes or no to determine whether a mitigating action is required. Subsequently, list these impacts in the grey box under each protected characteristic.</i>			
Age	Yes	Yes	Yes
	The younger (25–34) are likely to find on-street charging more accessible; older residents may face digital barriers.		
Sex	No	Yes	Yes
	Women report safety concerns when charging late at night for example; mitigate via CCTV, lighting and highly visible sites.		
Race (including colour, nationality, and ethnicity)	No	Yes	Yes
	Language barriers – use icons and multi-language signage / charging instructions		
Religion or Belief	No	No	No
	No identified impact		
Disability	Yes	Yes	Yes
	Apply PAS 1899 standard where possible, ensure accessible bays, dropped kerbs and reach distances are considered.		
Sexual Orientation	No	No	No
	No identified impact		
Gender Identity	No	No	No
	No identified impact		
Pregnancy/Maternity	No	Yes	Yes

Tameside Metropolitan Borough Council Equality Impact Assessment Form

	Consider users with young babies – Ensure safe, well-lit bays		
Marriage/Civil Partnership	No	No	No
	No identified impact		
Carers	No	Yes	Yes
	Clear information (such as charging instructions) and convenient access		
Cared for Children and Care Leavers	No	Yes	Yes
	Include youth and community engagement		
Ill Mental Health	No	Yes	Yes
	Simplified guidance and well-lit sites should reduce anxiety for example		
Neurodivergence	No	Yes	Yes
	Intuitive charging interface, clear signage, minimal information overload		
Socio-Economic Disadvantage	Yes	Yes	Yes
	Prioritising deprived wards lacking driveways		
Multiple Marginalisation	Yes	Yes	Yes
	Multiple disadvantages addressed through equitable rollout		

Step 3: Initial Screening Sign Off

Purpose:	To determine whether a proposal should proceed from the Initial Screening to the Full Equality Impact Assessment.
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SEE INSTRUCTION:

A full Equality Impact Assessment should be undertaken when:


- There is a formal decision relating to changes in service delivery
- A detrimental impact against a protected group has been identified, irrespective of whether the impact is direct or indirect
- There are substantial, important gaps in knowledge that prevent proper consideration of the proposal's potential impacts

Sign off is only required if the Initial Screening does not proceed to the Full Equality Impact Assessment.

Tameside Metropolitan Borough Council Equality Impact Assessment Form



1e.	Does the proposal require a full EIA?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
1f.	If you are not undertaking a full EIA, please provide justification as to why not.		

This initial screening has been completed by the EIA Lead Officer:	Name:	Callum Shaw
	Signature:	
	Department:	Strategic Asset Management Strategic Property Housing, Environment and Estates
	Date:	16 January 2026
This Initial Screening has been checked by the Assistant Director / Director:	Name:	
	Signature:	
	Department:	
	Date:	

FULL EQUALITY IMPACT ASSESSMENT

Step 4: Issues to Consider

SEE INSTRUCTION:

Data and Intelligence

The following types of data can potentially be accessed:

- Publicly available national data (e.g. from the Local Authority Interactive Tool, ONS, NOMIS, NHS Digital, relevant government departments)
- Local data
- Service user information

It is also worth considering how this data can be used, for example:

- Benchmarking data for Tameside against other local authorities, e.g. local authorities in Greater Manchester, statistical neighbours
- Whether national or regional data can be applied to Tameside
- Whether data at a smaller geographical scale than Tameside is required, e.g. by ward, by MSOA/LSOA

Further intelligence can be gathered from the following:

- Research reports from think tanks, academia, government organisations, and charities
- Policy briefings
- Academic papers (which can be found through search engines, e.g. Google Scholar)

Data and Intelligence

- | | |
|-----|---|
| 4a. | <p><i>List the type of evidence and specific sources that have been used to inform this Equality Impact Assessment. Do not go into detail of what has been found or describe consultation/engagement, as these will be addressed in later parts of the form.</i></p> <ul style="list-style-type: none"> • Draft Tameside EVI Strategy and Public Consultation responses (2025) • Greater Manchester Local Electric Vehicle Infrastructure (TfGM 2024) |
|-----|---|

Tameside Metropolitan Borough Council Equality Impact Assessment Form

	<ul style="list-style-type: none"> • ONS Census 2021 (GM demographic data) • PAS 1899 Accessible EV Charging Standard (BSI 2022) • Transport Focus “Plugging the Gap” (2021) • Foundations EV Study (August 2025)
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SEE INSTRUCTION:

Consultation and Engagement

It is expected that you will engage with potential impacted groups on this proposal when undertaking the Equality Impact Assessment to better understand potential impacts on people with protected characteristics.

Engagement can occur through:

- A general consultation/engagement exercise on the proposal (e.g. a survey), where space is provided to discuss impacts on people with protected characteristics
- Regular channels of engagement or feedback e.g. a service user panel that you already operate
- Input from colleagues (particularly frontline staff) and partners (e.g. the VCSE sector)

Alternatively, insights can be retrieved from engagement or consultation exercises that have previously occurred.

Consultation and Engagement			
4b.	Has any consultation or engagement been conducted that is relevant to this Equality Impact Assessment?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
		If YES, answer 4c-4e.	If NO, answer 4f.
4c.	Engagement Undertaken:	Public Consultation (1 September to 27 October) on the Draft Strategy which included events at: <ul style="list-style-type: none"> • Droylsden Library - 5 September • The Grafton Centre, Hyde - 15 September • Stalybridge Means Business Network Event - 26 September – 9:30 – 12:30 • Stalybridge Civic Hall - 26 September - General Public session 12:30 – 2:30 PM 	

Tameside Metropolitan Borough Council Equality Impact Assessment Form

		<ul style="list-style-type: none"> • Denton Library - 10 October <p>Input from disability groups (Foundations) Ongoing coordination with TfGM’s Equality, Inclusion & Engagement Team with regards to the LEVI programme</p>
4d.	Who has been engaged with?	<p><i>List who has been engaged with to inform this Equality Impact Assessment. Be as specific as possible; identify specific forums or channels through which you have conducted engagement (e.g. service user panels) and the protected characteristics these broadly cover.</i></p> <p>Residents and the Public</p> <ul style="list-style-type: none"> • Responses gathered from individuals aged 21–69, capturing perspectives from younger adults through to older residents (age). • Feedback included individuals with mobility challenges and those using assistive devices (disability). • Engagement channels: online surveys, resident request forms, and informal consultations. <p>Foundations UK</p> <ul style="list-style-type: none"> • Organisation supporting people experiencing various disabilities across Tameside, often linked to socio-economic disadvantages and mental health conditions • Provided insight into barriers for vulnerable groups in accessing EV infrastructure. <p>Local Businesses across Tameside</p> <ul style="list-style-type: none"> • Engaged via the Stalybridge Means Network Event, representing employers and employees from diverse sectors. • Covered characteristics such as gender, race/ethnicity, and caring responsibilities, ensuring workplace perspectives were considered.
4e.	Outcomes of Engagement:	<p><i>Identify the key findings from the engagement that has occurred (e.g. any potential impacts the proposal may have, reasons for potential impacts, any mitigating actions that have been identified, etc.)</i></p> <ul style="list-style-type: none"> • Many residents without driveways cite the cost gap between home and public charging as a primary barrier to adopting EVs; several call for public tariffs near £0.40–£0.50/kWh and clearer, transparent pricing. Some highlight the VAT differential (20% public vs 5% domestic) as a fairness issue. • On-street/terraced housing needs: strong interest in kerbside, lamp-column or bollard chargers and recessed cross-pavement channels; concerns include trip hazards, parking availability, and enforcement. • Safety & accessibility: requests for good lighting, CCTV, passive surveillance, clear signage and simple payment (not app-only), and PAS 1899-aligned layouts (kerb heights, reach distances, space to manoeuvre). Vandalism/ASB risk is a common concern.

Tameside Metropolitan Borough Council Equality Impact Assessment Form



		<ul style="list-style-type: none"> • Equity & scale: several respondents consider current delivery volumes insufficient for borough-wide need, and emphasise prioritising areas with limited off-street parking to avoid widening inequalities. • Heritage areas: respondents request heritage-sensitive hardware (e.g., discreet bollards, lamp-post chargers, recessed gullies) and clear, fast-track planning advice for listed buildings/conservation areas.
4f.	If engagement has not been undertaken, please explain why.	

SEE INSTRUCTION:

Legislative Drivers

It is worth considering any legislative drivers that may influence the Equality Impact Assessment:

- Legal duties that services have to abide by, including the Public Sector Equality Duty
- Case law and judicial review, particularly instances where similar services have been provided and challenged, and as a result, have needed to change

Legislative Drivers	
4g.	<p><i>Identify the specific pieces of legislation, case law, or judicial review specific to your service/project that have influenced this Equality Impact Assessment, and how these have influenced the analysis and outcomes.</i></p> <ul style="list-style-type: none"> • Equality Act 2010 (Public Sector Equality Duty) • Public Charge Point Regulations 2023 (Accessibility & Transparency) • PAS 1899: 2022 Accessible EV Charging • GM Transport Strategy 2040 & Streets for All Guide

SEE INSTRUCTION:

Financial Considerations

It is worth considering any financial considerations that may influence the Equality Impact Assessment, e.g. budgeting, available resources, etc.

This is particularly in relation to mitigating actions that are identified in STEP SIX, which are needed to reduce potential impacts of the proposal at hand.

Tameside Metropolitan Borough Council Equality Impact Assessment Form



It may be worth thinking about how mitigating actions can serve as opportunities for innovation.

Financial Considerations	
4g.	<p><i>Identify any financial considerations that have influenced the analysis and outcomes of this Equality Impact Assessment.</i></p> <p>The consultation incurred minimal direct cost, as it was delivered using existing council resources and venues. However, socio-economic bias is a consideration: many respondents were current EV drivers, likely from higher-income households, which may influence feedback toward affordability and convenience rather than access for lower-income groups. Responses highlighted cost as a major barrier for residents without off-street parking, with calls for public charging tariffs around £0.40–£0.50/kWh and concerns over the VAT disparity (20% public vs. 5% domestic). These issues will shape strategy decisions; Additional grant / funding streams may be required to ensure equitable access, alongside managing the cost implications of accessibility measures such as PAS 1899 compliance and safety features like lighting and CCTV.</p>

Step 5: Impact Analysis – evidence the impacts

Purpose:	To provide evidence of the potential impacts identified under each protected characteristic.
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FOR DEFINITIONS OF PROTECTED CHARACTERISTICS, EXPAND THE INSTRUCTION BELOW.

SEE INSTRUCTION:

This step constitutes the second part of the Impact Analysis. In this step, under each protected characteristic, each potential impact should be listed and categorised (e.g. Direct or Indirect), and the evidence for each potential impacts should be provided. The potential impacts that have been identified will likely be the same as those that have been identified in STEP TWO. However, these may have changed or new impacts may be identified, due to the gathering of further evidence.

Evidence can be quantitative (numerical) or qualitative (non-numerical), addressing the ‘what’, ‘who’, ‘how’, and ‘why’ of potential impacts. Refer to the guidance on Data/ Intelligence and Consultation/Engagement identified in Step 4 to assist with the evidence that can be included in the Impact Analysis.

When listing the impacts, it will help to number each impact. This will help navigate the form when identifying mitigating actions under STEP SIX.

Tameside Metropolitan Borough Council Equality Impact Assessment Form

Do not feel constrained by the space provided in the table. To add a new row, right click on the bottom row, then select 'Insert Item After' or click the + button. Also, each box will expand downward as the information is entered. However, when entering data tables, copy and paste as pictures; if entered as tables, it will alter the layout of the Impact Analysis form.

The definitions of protected characteristics are below:

Age	A person's specific age or age group. An age group can be numerical (e.g. 18-30) or descriptive (e.g. 'the elderly', 'teenagers', etc.).
Sex	A person's biological sex, whether a person is male, female, or those who are differently sexed (e.g. intersex). This does not include sexual orientation and gender identity, which are analysed separately.
Race (including colour, ethnicity, and nationality)	How people identify themselves or are identified in society according to their skin colour, physical features, and national/cultural identity. This can cover: <ul style="list-style-type: none"> • Racial identities (e.g. White, Black, Asian) • Ethnic identities (e.g. Jamaican, Arab, Persian, Jewish, Irish, Gypsy/Roma) • Nationalities • Languages spoken – whether English is the first or additional language • Refugee and asylum status
Religion or Belief	Any religion or belief that a person follows or subscribes to. It includes the commonly recognised religions (such as Christianity, Islam, Hinduism, Judaism, Buddhism, and Sikhism) and the different groups within each religion (e.g. in Christianity, it can cover Catholicism, Protestantism, etc.; in Islam, it can cover Sunni Islam, Shia Islam, Sufism, etc.). It also applies to religions that are not necessarily well known (e.g. Jainism, Baha'i Faith) as well as people who do not have any religious belief (e.g. those ascribing to Humanism and Atheism).
Disability	Physical or mental conditions that have substantial and long-term adverse effects on people's abilities to carry out day-to-day activities. This covers a wide range of disabilities: <ul style="list-style-type: none"> • Physical and mobility impairments • Sensory impairments (e.g. sight, hearing) • Learning disabilities • Progressive conditions (e.g. neurodegenerative disorders, muscular dystrophies, dementia) • Fluctuating and recurring conditions (e.g. rheumatoid arthritis, epilepsy, myalgic encephalitis) • Organ-specific disorders (e.g. respiratory conditions, cardiovascular diseases) • Auto-immune conditions
Sexual Orientation	The orientation that a person has toward another person of any sex or gender. Common orientations are towards people of the opposite sex/gender (e.g. heterosexual/ straight), towards people of the same sex/gender (e.g. a gay man or lesbian), or towards multiple sexes/genders (e.g. bisexual or pansexual). There are other orientations that should be considered (e.g. asexual – a person who does not experience sexual attraction). A person's orientation can be sexual, romantic, or emotional.

Tameside Metropolitan Borough Council Equality Impact Assessment Form

Gender Identity	The gender that a person identifies with. People most commonly identify with the gender that matches their sex assigned at birth – i.e. as a man or woman. People who are trans identify with a gender that is different to their sex assigned at birth. Included amongst people with trans identities are people “proposing to undergo, undergoing, or having undergone a process to reassign sex”. This is the legal definition for ‘gender reassignment’ under the Equality Act 2010. However, this legal definition does not include trans people who do not choose to undertake the medical transitioning process and people with other gender identities (e.g. those who identify as non-binary, gender fluid, etc.).
Pregnancy/Maternity	<p>‘Pregnancy’ refers to when a person is pregnant and expecting a baby. Any person who can become pregnant should be considered – e.g. women, trans men, and people with different gender identities. This should also cover all aspects of the pregnancy journey, including those who have been affected by miscarriage.</p> <p>‘Maternity’ refers to the period following the birth of the child. In employment, this is related to parental leave. In the non-work context, this is related to unfavourable treatment relating to being a mother or parent. Legally, for the latter, protection is applied for 26 weeks. An important aspect of maternal/parental discrimination is <i>breastfeeding</i>.</p>
Marriage/Civil Partnership	A person’s marital status in law, whether a person is married or in a civil partnership to another person of the opposite sex or same sex.
Carers	Any person who provides unpaid care for a partner, family member, or friend due to illness, disability, frailty, a mental health problem, or an addiction. The person being provided care cannot cope or finds it difficult to cope without that person’s care and support. A carer can have varying caring responsibilities, such as supporting people with everyday tasks (e.g. getting out of bed, bathing, etc.) or providing emotional support. This covers people who may not see themselves as ‘carers’, whom do not separate their caring responsibilities from the relationship that they have with the person for whom they provide care. Importantly, this covers young carers who provide care for their parents or other relatives.
Cared for Children/ Care Leavers	‘Cared for Children’ (sometimes known as ‘looked after children’) are children and young people in the care of the local authority due to their parents being unable to take care of them in a temporary or permanent capacity. ‘Care Leavers’ are any adult who have previously spent time in the care of the local authority.
Ill Mental Health	<p>A person with a condition related to their psychological or emotional wellbeing. This includes a wide variety of conditions:</p> <ul style="list-style-type: none"> • Common mental health problems, such as depression or anxiety disorders • Trauma (e.g. Post Traumatic Stress Disorder) • Severe mental illness (e.g. Psychosis/Schizophrenia or Bipolar Disorder) • Phobias (e.g. Agoraphobia)
Neurodivergence	A person whose mind works differently to neurocognitive styles that society regards as ‘normal’. This includes a wide range of conditions and experiences: Autism, ADHD, Dyslexia, Dyscalculia, Dyspraxia, Dysgraphia, Epilepsy, Tourette’s, Aphantasia/Synaesthesia, etc.
Socio-Economic Disadvantage	A wide range of experiences accruing from having a disadvantaged socio-economic status: having low or no income; living in absolute or relative poverty; unemployment or underemployment; living in substandard housing; being homeless or threatened with homelessness; food insecurity and poverty; fuel poverty; digital exclusion; etc.

Tameside Metropolitan Borough Council Equality Impact Assessment Form

Multiple Marginalisation	A wide variety of combinations of different protected characteristics that uniquely influence a person’s experiences. Any combination of protected characteristics can be two or above (e.g. RACE/ETHNICITY and GENDER IDENTITY; CARE LEAVER, CARER, and SOCIO-ECONOMIC DISADVANTAGE).
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Impact No.	Protected Characteristic <i>Select a protected characteristic from the drop-down list</i>	Impact <i>Identify the potential impact of the proposal</i>	Impact Type (Direct/Indirect) <i>Select ‘direct’ or ‘indirect’ from the drop-down list</i>	Evidence <i>Provide evidence regarding the proposal’s potential impact (e.g. data/intelligence, findings from consultation/engagement, research reports, etc.).</i>
1	Age	Ease of charging both in terms of payment mechanism and location of chargers	Indirect	Older residents report barriers with app-only payments and complex tariffs; simpler options (contactless, clear pricing) were requested. Younger and working-age drivers without driveways emphasise near-home overnight charging as essential to adoption.
2	Disability	The ability to charge for those with disabilities such as mobility or visual impairments	Direct	Consultation and specialist engagement request application of PAS 1899 principles (kerb heights, reach distances, obstacles removed), plus step-free routes and space to deploy mobility aids. Concerns were raised about cable management and trip hazards on pavements.
3	Sex	The confidence and ability to charge safely	Indirect	Safety at night is a recurring theme in the consultation (lighting, CCTV, visible locations), particularly for women, to support perceived personal safety while charging.
4	Socio-Economic Disadvantage	Making charging equal and accessible to all	Direct	Residents without driveways face higher running costs if relying on more expensive public charging. Consultation responses call for equitable tariffs and priority siting in streets with limited off-street parking to avoid widening inequalities.
5	Neurodivergence	Difficult or confusing signage and/or instructions to complete a charging session	Indirect	Feedback emphasises the need for intuitive charging interfaces, clear signage and minimal information overload, with not too many steps required to initiate or end a charging session.
6	Pregnancy/Maternity	Safety, comfort and proximity when charging while pregnant or when travelling with infants and young children	Indirect	The Impact Analysis (Step 2) identifies the need to consider users with young babies and to ensure safe, well-lit bays. Consultation feedback on lighting, CCTV and passive surveillance indicates that remote or poorly lit locations could particularly deter pregnant people and new parents from using public charge points.

Tameside Metropolitan Borough Council Equality Impact Assessment Form



7	Carers	Time-critical and convenience needs for carers when accessing public charging	Indirect	Engagement highlights caring responsibilities as a key consideration, with the Impact Analysis noting the need for clear information and convenient access. Complex journeys, unreliable chargers or distant locations could disproportionately affect carers who must balance charging with fixed caring schedules.
8	Race (including colour, nationality, and ethnicity)	Potential language and communication barriers when using public charging infrastructure	Indirect	The importance of icons and multi-language signage and charging instructions. Without these, residents whose first language is not English or who have newly arrived in Tameside may struggle to understand tariffs, rules and digital interfaces, risking exclusion or misuse.
9	Cared for Children and Care Leavers	Risk that the needs and voices of cared for children and care leavers are underrepresented in design and site selection for EV infrastructure	Indirect	Initial consultation primarily engaged adult EV users. The Impact Analysis highlights the need to include youth and community engagement so that care-experienced young people are involved in shaping provision and are not overlooked as EV usage grows.
10	Ill Mental Health	Anxiety or distress associated with using unfamiliar, isolated or complex charging environments	Indirect	Consultation feedback repeatedly stresses good lighting, CCTV and clear signage as critical to feeling safe. The Impact Analysis notes that simplified guidance and well-lit sites should reduce anxiety, indicating that poorly lit or confusing locations could be a particular barrier for people experiencing mental health conditions.

Step 6: Plan mitigating actions

Purpose:	To identify mitigating actions to minimise potential detrimental impacts of the proposal on people with protected characteristics.
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Impact No.	Impact <i>Identify the impact being addressed</i>	Mitigating Action and Rationale <i>Describe the action required to reduce the detrimental impact identified in the Impact Analysis, and explain the rationale underneath and/or intended outcome.</i>	Officer Responsible <i>Identify who is responsible for implementing the mitigating action (name and department).</i>	Timescale <i>Provide the timeframe for when the mitigating action should be implemented.</i>	Completed (Yes/No) <i>Has the mitigating action been implemented?</i>	Update <i>Provide any progress updates below.</i>
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Tameside Metropolitan Borough Council Equality Impact Assessment Form

1, 4	Cost inequality for residents without driveways	<p>Pilot equitable tariff arrangements for TMBC-supported sites aiming for ≤£0.45–£0.50/kWh where feasible; explore resident/overnight tariffs and concessionary offers in priority wards; publish a transparent tariff policy including how sites are prioritised. Monitor uptake and cost differentials between households with and without driveways and adjust the approach accordingly.</p> <p>Rationale: consultation repeatedly cites affordability and fairness, particularly for streets without off-street parking, as decisive for uptake and perception of equity.</p>	Callum Shaw - EVI	12 – 18 Months		
3	Safety concerns, especially at night	<p>Apply PAS 1899 principles in site selection and design: favour well-lit, overlooked locations close to active frontages; include lighting and, where proportionate, CCTV; avoid hidden corners and dead space. Collect and review incident and perception-of-safety data and feed this into future site selection.</p> <p>Rationale: safety at night and fear of crime/ASB are top recurring themes in consultation feedback across several protected groups.</p>	Callum Shaw - EVI	12 – 18 Months		
2, 4	Accessibility & trip hazards	<p>Require contractors and charge point operators to evidence PAS 1899 compliance at design and post-installation audit stages; ensure dropped kerbs, clear</p>	Callum Shaw - EVI	12 – 18 Months		

Tameside Metropolitan Borough Council Equality Impact Assessment Form

		<p>footway widths, appropriate reach distances and cable containment solutions are in place before going live. Build accessibility checkpoints into site selection and technical sign-off, including walkthroughs with disability stakeholders.</p> <p>Rationale: addresses specific barriers raised by disabled residents and reduces trip hazards for others, including older people, parents with prams and neurodivergent users.</p>				
3, 6, 7	ASB/vandalism risk	<p>Design for durability and resilience (tamper-resistant hardware, robust cable management, anti-graffiti finishes) and situate chargers in well-overlooked locations, integrating with local CCTV where feasible. Agree clear repair and clean-up SLAs with CPOs so damaged or vandalised units are returned to service quickly, and publish an easy reporting route for residents. Work with Community Safety, GMP and local community groups to identify hotspots and adjust designs or locations if persistent ASB emerges.</p> <p>Rationale: consultation highlights vandalism and ASB as a common concern that can particularly deter women, parents with young children and other groups from using charge points.</p>	Callum Shaw - EVI	12 – 18 Months		
6	Pregnancy/Maternity – safety, comfort and	Ensure a proportion of bays at key destinations (e.g. health centres,	Callum Shaw - EVI	12 – 18 Months		

Tameside Metropolitan Borough Council Equality Impact Assessment Form

	proximity when charging	<p>supermarkets and town centres) are designed with wider clear zones, step-free access and good lighting, located as close as practicable to entrances. Avoid layouts that require carrying children or equipment across busy traffic flows or over trailing cables. Build these requirements into technical specifications and planning guidance for TMBC-supported sites.</p> <p>Rationale: pregnant drivers and those with young babies may be less able to walk long distances or wait in isolated locations, and consultation emphasises the importance of safe, well-lit sites.</p>				
7	Carers – time-critical and stress-sensitive charging needs	<p>Prioritise deployment in residential streets and near services with known concentrations of caring responsibilities (for example, around health and social care facilities). Specify straightforward, predictable tariffs and simple user journeys (including contactless payment and clear on-site instructions) so charging can be fitted around caring routines. Work with carers’ networks to promote locations and gather feedback on reliability.</p> <p>Rationale: carers stress the need for convenience and clear information to avoid missed appointments or increased stress.</p>	Callum Shaw - EVI	12 – 18 Months		
8	Race/ethnicity – language and	<p>Require icon-led signage and concise, plain-English instructions at all TMBC-supported sites, supplemented by QR links or printed</p>	Callum Shaw - EVI	12 – 18 Months		

Tameside Metropolitan Borough Council Equality Impact Assessment Form



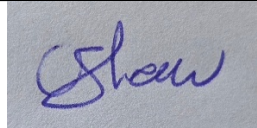
	communication barriers	<p>guidance in the main community languages used in Tameside. Ensure app and web journeys reflect the same clarity. Test materials with community groups and adjust where comprehension issues are identified.</p> <p>Rationale: the Impact Analysis notes language barriers; accessible communication reduces the risk of some ethnic minority residents being excluded or incurring avoidable penalties.</p>				
10	Ill Mental Health – anxiety about isolated or complex charging environments	<p>Embed requirements for clear sightlines, good lighting and simple, consistent user interfaces into contracts and design standards. Where possible, co-locate chargers with other uses (such as retail or community facilities) rather than in isolated back-of-car-park locations. Provide clear contact details for assistance on-site and online.</p> <p>Rationale: residents experiencing mental health conditions may be particularly sensitive to perceived risk or complexity; simplifying the environment should reduce anxiety and support equitable access.</p>	Callum Shaw - EVI	12 – 18 Months		

Tameside Metropolitan Borough Council Equality Impact Assessment Form



Step 7: Sign-off

Purpose:	For the EIA Lead Officer to sign that the EIA is complete, and for the Assistant (Director) to counter-sign that they agree with the content of the EIA and that it is sufficiently robust.
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This Equality Impact Assessment has been completed by the EIA Lead Officer:	Name:	Callum Shaw
	Signature:	
	Department:	Strategic Asset Management Strategic Property Housing, Environment and Estates
	Date:	16/01/2026
This Equality Impact Assessment has been checked by the Assistant Director / Director, and signs that it is sufficiently robust and rigorous:	Name:	
	Signature:	
	Department:	
	Date:	

POST-IMPLEMENTATION REVIEW

Step 8: Review EIA after implementation

Purpose:

To update the EIA with any new impacts and to provide a progress update on mitigating actions.

SEE INSTRUCTION:

This step should only be completed if the proposal has passed through the governance process where appropriate and has been implemented. It should be completed at two stages:

- Six months after implementation
- Twelve months after implementation

The evidence in the Impact Analysis should serve as the baseline against which change can be measured.

The Post-Implementation Review can find out whether:

- The proposal has had any positive impacts on people with protected characteristics
- Mitigating actions to minimise detrimental impacts have worked
- There are impacts that were not foreseen in the Impact Analysis that need to be accounted for

Six Months After Implementation

Twelve Months After Implementation

Describe and explain the effects of the proposal on people with protected characteristics, using evidence to compare against the Impact Analysis as a baseline.

Tameside Metropolitan Borough Council Equality Impact Assessment Form



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