

# Equality and Children's Rights Impact Assessment (Stage 1)

**This is a legal document as set out in the**

- **Equality Act (2010), the Equality Act 2010 (Specific Duties) (Scotland) regulations 2012,**
- **the UNCRC (Incorporation) (Scotland) Act 2024,**

**and may be used as evidence for cases referred for further investigation for compliance issues.**

**Completing this form helps you to decide whether or not to complete to a full (Stage 2) EQIA and/or Children's Rights and Wellbeing impact Assessment (CRWIA). Consideration of the impacts using evidence, and public/patient feedback may also be necessary.**

## Question 1: Title of Policy, Strategy, Redesign or Plan

EV & PHEV (Electric Vehicle and Plug in Electric Vehicle) Lease Car Salary Sacrifice Scheme

## Question 2a: Lead Assessor's details

<b>Name</b>	Jimmy Ramsay	<b>Tel. No</b>	
<b>Job Title:</b>	Head of Sustainability	<b>Ext:</b>	
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## Question 2b: Is there a specific group dedicated to this work? If yes, what is the title of this group?

Yes – the sustainability team have driven this work in conjunction with workforce and finance

## Question 3: Detail the main aim(s) of the Policy, Strategy, Redesign or Plan. Please describe the specific objectives and desired outcomes for this work.

<b>Aim</b>	<ul style="list-style-type: none"> <li>• To enable the implementation of a salary sacrifice scheme for cars for staff.</li> <li>• To enable staff retention and improve commitment to sustainability along with other staff benefits</li> </ul>
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## Question 4: Identifying the Impacts in brief

Consider any potential Impacts whether positive and/or negative including **social and economic impacts** and human rights. Please note, in brief, what these may be, if any. **Please do not leave any sections blank.**

Relevant Protected Characteristics	Impacts negative and positive Social / Economic Human Rights
<p><b>Age -</b> <i>Think: adults, older age etc.</i></p> <p><i>For impacts on 0-18 year old, please refer to the below Question 5 - children's rights assessment (CRWIA).</i></p>	<p>Minimum age to participate in the scheme is 21 therefore this will positively impact our workforce age 21 and up. This scheme will have no adverse impacts on under 21s. Age rules are due to insurance constraints and therefore there are no mitigations that NHS Fife can implement for this.</p>
<p><b>Disability –</b> <i>Think: mental health, physical disability, learning disability, deaf, hard of hearing, sight loss etc.</i></p>	<p>This scheme could positively impact staff with disabilities if they have issues accessing vehicles or the workplace as it makes vehicles and subsequent travel more accessible.</p> <p>For new staff, the 12 months of employment caveat could be waved in exceptional circumstances, which this may qualify as.</p> <p>For individuals who require adaptations to vehicles due to their disabilities, this cannot be facilitated within the scheme due to the motability contributions. This scheme will not negatively impact this group however they may not get access to the positive impacts the scheme may have for others.</p>
<p><b>Race and Ethnicity –</b> <i>Note: Race = “a category of humankind that shares certain distinctive physical traits” e.g. Black, Asian, White, Arab</i></p> <p><i>Ethnicity = “large groups of people classed according to common racial, national, tribal, religious, linguistic or cultural origin/background”</i></p> <p><i>Think: White Gypsy Travellers, Black African, Asian Pakistani, White Romanian, Black Scottish, mixed or multiple ethnic groups.</i></p>	<p>There are no anticipated adverse impacts from this policy identified on this group.</p>
<p><b>Sex –</b> <i>Think: male and/or female, intersex, Gender-Based Violence</i></p>	<p>There are no anticipated adverse impacts from this policy identified on this characteristic.</p>
<p><b>Sexual Orientation -</b> <i>Think: lesbian, gay, bisexual, pansexual, asexual, etc.</i></p>	<p>There are no anticipated adverse impacts from this policy identified on this characteristic.</p>

<p><b>Religion and Belief -</b>  <i>Note: Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief including a lack of belief.</i>  <i>Think: Christian, Muslim, Buddhist, Atheist, etc.</i></p>	<p>There are no anticipated adverse impacts from this policy identified on this characteristic.</p>
<p><b>Gender Reassignment –</b>  <i>Note: transitioning pre and post transition regardless of Gender Recognition Certificate</i>  <i>Think: transgender, gender fluid, nonbinary, etc.</i></p>	<p>There are no anticipated adverse impacts from this policy identified on this characteristic.</p>
<p><b>Pregnancy and Maternity –</b>  <i>Note: Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after birth.</i>  <i>Think: workforce maternity leave, public breast feeding, etc.</i></p>	<p>There are significant benefits associated to this group. For example, within the lifestyle protection policy, any member of staff who already has a car through this scheme and subsequently goes off on maternity leave, the cost of the car will be £0 for the duration of maternity leave. This is at no cost to the individual or organisation.</p> <p>Further details held within the lifestyle protection policy: <a href="#">Lifestyle Protection Policy</a></p> <p>As many staff are also parents, having access to a new car can have a positive impact on their home life and the children</p>
<p><b>Marriage and Civil Partnership –</b>  <i>Note: Marriage is the union between a man and a woman or between a same-sex couple. Same-sex couples can also have their relationships legally recognised as a civil partnership.</i>  <i>Think: workforce, inpatients visiting rights, etc.</i></p>	<p>There are no anticipated adverse impacts from this policy identified on this characteristic.</p>

### Question 5: Children's Rights & Wellbeing Impact Assessment

From July 2024, the UNCRC is enforceable by law. This means public bodies must act compatibly with children's rights. Please consider here any impacts of your proposal on children's rights as per the [UNCRC](#) articles. The UNCRC applies to all under 18s, with no exceptions.

Even if your proposal does not directly impact children, there may be indirect impact, so please work through the below regardless.

UNCRC Right	Anticipated Impacts & Relevant Mitigations
<p><b>Article 3 - Best Interests of the Child</b>  <i>Note: Consideration to how any proposal may impact children must be made. Decisions must be made whilst considering what is best for children.</i></p>	<p>Potential positive impact if staff/parent pursues a car via this scheme.</p>
<p><b>Article 6 &amp; 19- Life, Survival and Development &amp; Protection</b>  <i>Think: Children have the right to life. Governments should make sure that children develop and grow healthily and should protect them from things or people which could hurt them.</i></p>	<p>If parents pursue a car through this scheme when previously unable to obtain a vehicle, this may positively impact their children. It may enable parents to seek healthcare for their children if they have a vehicle.</p>
<p><b>Article 12 &amp; 13 – Respect for Children’s Views and Access to Information</b>  <i>Note: every child has the right to have a say in decisions that affect them this could include making a complaint and accessing information.</i></p>	<p>There are no adverse impacts from this policy identified</p>
<p><b>Article 22 &amp; 30 – Refugee &amp;/or Care Experienced Children</b>  <i>Note: If a child comes to live in the UK from another country as a refugee, they should have the same rights as children born in the UK. Some children may need additional considerations to make any proposal equitable for them (e.g. The Promise, Language interpretation or cultural differences).</i></p>	<p>There are no adverse impacts from this policy identified</p>
<p><b>Article 23 – Disabled Children</b>  <i>Note: Disabled children should be supported in being an active participant in their communities.</i>   <i>Think: Can disabled children join in with activities without their disability stopping them from taking part?</i></p>	<p>If parents pursue a car through this scheme when previously unable to obtain a vehicle, this may positively impact their children. It may enable parents to seek healthcare for their children or enable them to better participate in community activities, if they have a vehicle.</p>
<p><b>Article 24 &amp; 27 – Enjoyment of the Highest Attainable Standard of Health</b>  <i>Note: Children should have access to good quality health care and environments that enable them to stay healthy both physically and mentally.</i>   <i>Think: Clean environments, nutritious foods, safe working environments.</i></p>	<p>If parents pursue a car through this scheme when previously unable to obtain a vehicle, this may positively impact their children. It may enable parents to seek healthcare for their children if they have a vehicle.</p>

**Other relevant UNCRC articles:**

*Note: Please list any other [UNCRC](#) articles that are specifically relevant to your proposal.*

There are no adverse impacts from this policy identified

**Question 6: Please include in brief any evidence or relevant information, local or national that has influenced the decisions being made. This could include demographic profiles, audits, publications, and health needs assessments.**

**1. Demographic Profiles:**

- The increasing adoption of electric vehicles (EVs) in the UK, with over 1.25 million fully electric cars on British roads
- The growing demand for sustainable transportation options among employees, particularly in urban areas where environmental concerns are more pronounced

**2. Audits:**

- Audits of existing salary sacrifice schemes have shown significant tax savings for both employers and employees, making EV salary sacrifice schemes financially attractive
- Reviews of early termination processes in salary sacrifice schemes highlight the importance of clear communication and proper documentation to protect both parties

**3. Publications:**

- The British Vehicle Rental and Leasing Association's (BVRLA) Leasing Outlook report indicates a 68% year-on-year increase in vehicles leased through salary sacrifice arrangements, driven by the switch to electric vehicles
- Publications by the Reward & Employee Benefits Association (REBA) emphasise the environmental and financial benefits of EV salary sacrifice schemes, including reduced Benefit-in-Kind (BIK) tax rates and lower carbon emissions

**4. Health Needs Assessments:**

- Health needs assessments have identified the positive impact of reduced vehicle emissions on public health, particularly in reducing respiratory and cardiovascular diseases

These pieces of evidence and information have been instrumental in shaping the decisions and policies related to the EV Salary Sacrifice Scheme, ensuring it aligns with both financial and environmental goals while supporting employee wellbeing.

**Question 7: Have you consulted with staff, public, service users, children and young people and others to help assess for Impacts?**

(Please tick)

☒ Yes

If yes, **who** was involved and **how** were they involved?

If not, why did you not consult other staff, patients or service users? Do you have feedback, comments/complaints etc that you are using to learn from, what are these and what do they tell you?

We have had many meeting with workforce, finance, procurement and the organisations providing this to determine all aspects of the policy and the impacts.

**Question 10: Which of the following ‘Conclusion Options’ applies to the results of this Stage 1 EQIA and why? Please detail how and in what way each of the following options applies to your Plan, Strategy, Project, Redesign etc.**

*Note: This question informs your decision whether a Stage 2 EQIA is necessary or not.*

Conclusion Option	Comments
<b>1. No Further Action Required.</b> Impacts may have been identified, but mitigations have been established therefore no requirement for Stage 2 EQIA or a full Children’s Rights and Wellbeing Impact Assessment. (CRWIA)	This scheme is expected to only have positive impacts on specific groups and therefore there is no requirement for a stage 2 EQIA.
<b>2. Requires Further Adjustments.</b> Potential or actual impacts have been identified; further consideration into mitigations must be made therefore Stage 2 EQIA or full CRWIA required.	
<b>3. Continue Without Adjustments</b> Negative impacts identified but no feasible mitigations. Decision to continue with proposal without adjustments can be objectively justified. Stage 2 EQIA /full CRWIA) may be required.	
<b>4. Stop the Proposal</b> Significant adverse impacts have been identified. Proposal must stop pending completion of a Stage 2 EQIA or full CRWIA to fully explore necessary adjustments.	

**PLEASE NOTE: ALL LARGE SCALE DEVELOPMENTS, CHANGES, PLANS, POLICIES, BUILDINGS ETC MUST HAVE A STAGE 2 EQIA /full CRWIA)**

If you have identified that a full EQIA/CRWIA is required then you will need to ensure that you have in place, a working group/ steering group/ oversight group and a means to reasonably address the results of the Stage 1 EQIA/CRWIA and any potential adverse outcomes at your meetings.

For example you can conduct stage 2 and then embed actions into task logs, action plans of sub-groups and identify lead people to take these as actions.

It is a requirement for Stage 2 EQIA’s to involve public engagement and participation.

You should make contact with the Participation and Engagement team at [fife.participationandengagements@nhs.scot](mailto:fife.participationandengagements@nhs.scot) to request community and public representation, and then contact Health Improvement Scotland to discuss further support for participation and engagement.

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To be completed by Equality and Human Rights Lead officer – for quality control purposes	
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Return to Equality and Human Rights Team at  
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