

Driving at Work Policy

Evidence based equality analysis

Main aims, purpose and outcomes and how does it fit in with the wider aims of the organisation:

The Driving at Work Policy outlines how the organisation will reduce the risk of employees and others being harmed whilst driving at work. There are medical requirements laid down by the Driver and Vehicle Licensing Agency (DVLA) which restrict drivers with certain medical conditions from driving.

Lead officer: Eric Burt

Stakeholders: All employees, trade unions, road users

Equality analysis is a valuable tool to help embed equality into everything we do

While process is important, equality analysis is essentially about outcomes

Lack of evidence of discrimination is not evidence of a lack of discrimination

It is not acceptable to say that a policy is applied uniformly to all groups and is therefore fair and equal. Applying a policy or procedure consistently may result in differential outcomes for different groups.

For each of the areas below, an assessment needs to be made on whether the policy has a positive, negative or neutral impact, and brief details of why this decision was made and notes of any mitigation should be included. Where the impact is negative, this needs to be given a high, medium or low assessment. It is important to rate the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

High impact – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

Medium impact – some potential impact exists, some mitigating measures are in place, poor evidence

Low impact – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

	Neutral	Positive	Negative
Target group / area			
Race and ethnicity	No impact		

(Including Gypsies and Travellers; migrant workers, asylum seekers etc.)			
Disability (as defined by the Equality Act - a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities)	The policy itself is unlikely to have an impact on disabled people however the national medical requirements for drivers will have an effect on drivers with certain types of medical conditions such as epilepsy, strokes, cardiovascular disease etc. Should issues arise there are national guidelines about the things that would cover disabilities and employees would be supported as appropriate through their line manager and health and safety team.		In relation to Cheshire West and Chester pool cars it is possible that there may be an issue with access for staff with disabilities but the council would work with Fleet Management to mitigate this and link with managers to support employees where reasonable adjustments may be required. Low
Gender	No impact		
Gender identity	No impact		
Religion and belief	No impact		
Sexual orientation (including heterosexual, lesbian, gay, bisexual)	No impact		
Age (children and young people aged 0 – 24, adults aged 25 – 50, younger older people aged 51 – 75/80; older people 81+. The age	Research has shown that older drivers are no more likely to be involved in accidents as any age related decline tends to be	The policy has a positive impact on young drivers as it supports further driver training for 18 – 25 year olds who are a high risk	

categories are for illustration only as overriding consideration should be given to needs)	balanced by experience and self-limiting changes in driver behaviour such as driving more slowly.	group	
Rural communities	No impact		
Areas of deprivation	No impact		
Human rights	No impact		
Health and wellbeing (consider both the wider determinants of health such as education, housing, employment, environment, crime and transport, as well as the possible impacts on lifestyles and the effect there may be on health and care services)		This has a positive impact on employee well-being as it confirms the council's stance on promoting driver safety which will have a beneficial effect on drivers whilst they are at work and whilst driving socially	
Procurement/partnership (if project due to be carried out by contractors/partners etc, identify steps taken to ensure equality compliance)	No impact		

Evidence:

The Driving at Work Policy and Guidance was devised by a working group consisting of representatives from the Insurance Team, the Health and Safety Team, Occupational Health, Fleet Management and Road Safety, and was most recently revised in August 2014. Other relevant documents, available on request from the equality and diversity team equalities@cheshirewestandchester.gov.uk telephone 01244 976008 are:

Medical examination report D4 - Driver and Vehicle Licensing Agency

Minibus safety a code of practice - Royal Society for the Prevention of Accidents

At a glance guide to the current medical standards of fitness to drive - Driver and Vehicle Licensing Agency

Driving at work – managing work-related road safety – Health and Safety Executive

Action plan:

Actions required	Key activity	Priority	Outcomes required	Officer responsible	Review date
Review policy		Medium	Policy is updated in line with national guidance / changes in regulations	Eric Burt	Annually
Continue with promote the policy and record accidents involving driving at work through the PRIME accident recording system		High	Reduction in driving at work incidents	Eric Burt	Annually

Sign off	
Lead officer:	Eric Burt
Approved by Tier 4 Manager or above	
Moderation and/or Scrutiny – Chief Executive’s equality group	
Date: 7 June 2016	
Date analysis to be reviewed based on rating (high impact – review in one year, medium impact - review in two years, low impact in three years)	Three years (2019)