



Oxfordshire County Council
Equalities Impact Assessment

Oxfordshire: Countywide - Proposed Electric Vehicle charging only parking spaces (July 2026)

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Section 1: Summary details

Directorate and Service Area	Environment & Highways – Major Infrastructure Projects
What is being assessed (e.g. name of policy, procedure, project, service or proposed service change).	Oxfordshire: Countywide - Proposed Electric Vehicle (EV) charging only parking spaces
Is this a new or existing function or policy?	The introduction of EV charging only parking spaces on the highway is not new and there are several examples of these on the highway within Oxford city.
Summary of assessment Briefly summarise the policy or proposed service change. Summarise possible impacts. Does the proposal bias, discriminate or unfairly disadvantage individuals or groups within the community? (following completion of the assessment).	This Equalities Impact Assessment considers Oxfordshire County Council's proposal to designate on-street parking bays for electric vehicle charging as part of the countywide LEVI programme. The programme aims to install more than 1,500 public chargers – around 500 on the highway – to improve access for residents without off-street parking and support transport decarbonisation. The assessment finds no disproportionate impact for most protected characteristics or wider groups but identifies possible positive and negative effects for older people, disabled people, carers, parents with young children, rural communities and residents in deprived areas, mainly because charging equipment may reduce footway space and EV-only bays may limit general parking. Proposed mitigations include accessible charging equipment, maintaining minimum footway clearance, providing larger or longer bays where practicable, retaining nearby non-EV parking and considering consultation feedback when determining sites. The first 18 on-street sites have been selected using evidence of charging need, deprivation, rurality, existing provision and local constraints, with post-implementation monitoring planned for September 2027.
Completed By	Jenny Figueiredo – Senior Project Manager, EV Project
Authorised By	Helen Powdrill – Programme Manager
Date of Assessment	July 2026

Section 2: Detail of proposal

Context / Background Briefly summarise the background to the policy or proposed service change, including reasons for any changes from previous versions.	The aim of Oxfordshire's Local EV Infrastructure (LEVI) programme is to rapidly escalate the transition to cleaner, greener electric vehicles in Oxfordshire. The programme is funded by a combination of over £5million in central government grant funding and in excess of that same amount of private chargepoint operator investment. As a key part of this programme, over 1,500 public EV chargers (i.e. sockets) are proposed to be installed in a range of locations across Oxfordshire. The primary objective is to provide convenient and affordable near-home EV charging for the estimated c.30% of residents who don't have private off-street parking and might struggle to install a home charger and are therefore potentially disadvantaged when it comes to switching to EV and realising the benefits of driving electric. Following the strategic hierarchy set out in Oxfordshire's EV Infrastructure Strategy (OEVIS), the great majority of the new public chargers will be installed in off-street car parks owned/operated by County, City and District Councils, or at 'Community Microhub' sites at Town and Parish Council (and other non-profit) sites such as village halls and community centres. However, where there are insufficient off-street car parks available to meet the need in some areas, it is intended that around 500 EV chargers will need to be installed on the Highway.
Proposals Explain the detail of the proposals, including why this has been decided as the best course of action.	Where EV chargers are installed on-street (i.e. on the Highway), the parking bays which they serve are intended to be designated for 'Electric Vehicle charging only' from the outset, in order to give EV drivers reassurance that these essential facilities will be available to them when needed, and to ensure that an enforcement route is available to OCC to be able to apply Fixed Penalty Notices (FPNs) to any vehicles found to be contravening the designated use of the bays (i.e. not using the EV chargers). The sites presented in this consultation represent the first 18 on-street sites in the programme, with many more expected over the next two years. The EV chargers to be installed will be primarily very discrete, black 'standard' 7.4kW AC chargers provided by Connected Kerb, with in some instances a larger 'rapid' 50kW DC charger being proposed alongside these where thought appropriate in terms of use case and available electrical supply. These will be installed in the footway itself, along with a standard sized feeder pillar and the required statutory signage and bay markings associated with the TRO conditions. Where it is not possible to install this equipment on the footway without reducing the remaining footway clearance to less than 1.2metres, the EV charging units themselves will be installed on the carriageway along with the protective halos or bollards required to protect the equipment.

Evidence / Intelligence

List and explain any data, consultation outcomes, research findings, feedback from service users and stakeholders etc, that supports your proposals and can help to inform the judgements you make about potential impact on different individuals, communities or groups and our ability to deliver our climate commitments.

The formal proposals presented for consultation were developed in collaboration between Oxfordshire County Council and their contracted chargepoint operator Connected Kerb, with input and engagement from a range of internal and external stakeholders. The process can be summarised as follows:

- Areas of need for public chargers identified via analysis of data on a) where residences in Oxfordshire lack private off-street parking and b) where current EV charging facilities are available (and/or where strong assumption that facilities will be provided by private sector in future).
- Factors around levels of deprivation and rurality also taken into account, as LEVI grant funding intended to help support chargepoint operators to install in areas where business case otherwise not currently strong enough to deliver on 100% concession/supplier-funded basis, and to ensure that these areas are not left out and that no residents are denied the opportunity to switch to EV based on living in a deprived or rural area.
- Identification and assessment of suitability of County, City and District owned/managed off-street car parks as a priority
- Identification of 'zones' where insufficient off-street car park locations available and where therefore believed that on-street chargers (i.e. on the public Highway, as opposed to in off-street locations), will be needed in order to support local residents to switch to EV.
- Selection of individual sites/bays within these zones that best meet the needs of residents whilst causing least disruption; e.g. avoiding frontages where possible, selecting locations where footways sufficiently wide to allow installation on the footway without reducing remaining clearance to less than 1.2m.

Input on site selection and approval to progress to formal consultation has been sought/gained from teams working in Parking, TRO and Schemes and Road Safety.

Plans have also been shared for comment on potential conflicts or opportunities with the project team leading on shared micromobility schemes in Oxford City and the project lead on the EV charging cable channels project.

The statutory consultation involved writing to key stakeholders and residents within the area and inviting them to complete a survey. The feedback has been included in an officer report for determination through a public meeting. A summary of the responses is that while many respondents acknowledged and recognised the need for EV infrastructure to be installed, feedback also included concerns and objections. Common themes addressed within the report were concern about parking pressure, concern about a reduction in footway widths and the effect on active travel, the visual impact of the proposed EV chargers in conservation areas, uncertainty about who the EV chargers are intended for (i.e. residents of the immediate area or not), perceived lack of need/demand for public EV chargers (either at all or in these locations) and a general lack of clarity or detailed information about the proposals.

	The overall plans for the LEVI programme have been discussed very broadly at OCC's IMPACT group, but these specific proposals have not been discussed there in any detail. It is intended that the project team continue to engage with the IMPACT group in future as the programme develops and to get their input and feedback on future proposals.
Alternatives considered / rejected Summarise any other approaches that have been considered in developing the policy or proposed service change, and the reasons why these were not adopted. This could include reasons why doing nothing is not an option.	Not installing any new public EV charging at all is not an option as OCC have a mandate and significant grant funding from government to do this, in order to support the transition to EV and the decarbonisation of Oxfordshire's transport system. The option to install public EV chargers on the Highway <i>without</i> introducing Traffic Regulation Orders to create 'EV charging only' parking bays was considered, but was dismissed in favour of TROs from the outset in order to give EV drivers reassurance that these essential facilities will be available to them when needed, and to ensure that an enforcement route is available to OCC to be able to apply Fixed Penalty Notices (FPNs) to any vehicles found to be contravening the designated use of the bays (i.e. not using the EV chargers).

Section 3: Impact Assessment - Protected Characteristics

Protected Characteristic	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Age	☒	☐	☐	The proposals for introduction of EV charging only bays are not considered to impact disproportionately on age. In some locations the EV charging bays are close to populations of elderly residents who don't have private off-street parking, in which case they could potentially help support them to switch to driving EVs.	Consideration will be given during site selection to avoid locations where there may be a larger aged population or health, community, social care buildings that may be frequently used.	OCC Project team	Ongoing

Disability				The proposals for introduction of EV charging only bays themselves will not have an impact on people with disabilities. However, the introduction of the EV chargers that serve these will bring some benefits to disabled drivers, in that they will support the switch to EV and the inclusion of a number of larger/longer bays will make the use of the EV chargers more accessible.	All public EV charging units will be compliant to the PAS1899 (Accessible EV Charging) standards for accessible public EV charging. The design and installation of the EV charging only bays will be compliant with the PAS1899 as far as possible, although recognising that it is not possible/practical in the great majority of on-street parking locations (i.e. on the Highway) to make the EV charging only bays fully DDA compliant, due to space limitations. It is the intention of the overall programme to include one longer and/or wider bay in every set of bays where possible/ practical to do so, in order to make these bays more accessible for disabled users. It is NOT proposed that any new public EV chargers are installed in existing designated Disabled or Blue Badge Holder Only bays, as that would potentially preclude disabled drivers from continuing to use these bays if they do not have an EV. Consideration will be given	OCC Project Team	Ongoing
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					during site selection to avoid locations where there may be access requirements such as health, community, social care buildings that may be frequently used.		
Disability (continued)				It is acknowledged that in some locations where EV chargers and the associated equipment are intended to be installed on the footway, that this will introduce an obstacle on the footway which in some cases will have a negative impact on disabled pedestrians and wheelchair users. In every case, suitable locations will be sought where footways are sufficiently wide to allow EV chargers and the associated equipment to be installed in a way that does not cause an accessibility issue. It is not believed that EV chargers installed on the carriageway or on build-outs should disadvantage disabled people in any way, or that the use of EV chargers on build-outs is any less accessible to disabled EV drivers than its alternatives.	To mitigate against any negative impacts of the scheme, we will adhere to the Inclusive Mobility Guidelines and ensure that a pavement clearance width of 1.2m is maintained at all times, except in exceptional circumstances where e.g. it can be argued/proven that the footway is not/very infrequently used.	OCC Project Team	Ongoing

Gender Reassignment	☒	☐	☐	The proposals for introduction of EV charging only bays are not considered to impact disproportionately on any gender.	None required		
Marriage & Civil Partnership	☒	☐	☐	The proposals for introduction of EV charging only bays are not considered to impact disproportionately on Marriage & Civil Partnership.	None required		
Pregnancy & Maternity	☒	☐	☐	The proposals for introduction of EV charging only bays are not considered to impact disproportionately on expectant parents but could be seen to have some impact on parents of infants and small children, especially those using buggies and pushchairs. In instances when EV charging infrastructure is proposed to be installed on the footway, this will in some cases reduce the footway width	Site selection has been carefully considered to minimise impact on all residents, by choosing areas with wider pavements, not outside properties and away from businesses, doctors practice or other community buildings wherever possible. A minimum pavement width of 1.2 metres will be maintained in all cases, and the reduced pavement widths will only be for very short distances.	OCC project team	Ongoing
Race	☒	☐	☐	The proposals for introduction of EV charging only bays are not considered to impact disproportionately on Race.	None required		
Sex	☒	☐	☐	The proposals for introduction of EV charging only bays are not considered to impact disproportionately on Sex.	None required		
Sexual Orientation	☒	☐	☐	The proposals for introduction of EV charging only bays are not considered to impact disproportionately on Sexual Orientation.	None required		

Religion or Belief	☒	☐	☐	The proposals for introduction of EV charging only bays are not considered to impact disproportionately on Religion or Belief.	None required		
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Section 3: Impact Assessment - Additional Community Impacts

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
Rural communities	☒	☐	☐	The overall grant-funded programme of public EV charger installation aims to benefits rural communities by providing much-needed EV charging facilities in these areas where otherwise the market alone may not meet this demand. Otherwise, the proposals for introduction of EV charging only bays are not considered to impact disproportionately or negatively on Rural communities.	Site selection has been carefully considered to minimise impact on all residents and by using data from Field Dynamics to help identify locations where there are houses without driveway and would benefit from on street chargers.	OCC project team	Ongoing
Armed Forces	☒	☐	☐	The proposals for the introduction of EV charging only bays are not considered to impact disproportionately on Armed Forces.	None required.		
Carers	☐	☒	☒	The proposals for the introduction of EV charging only bays could potentially impact negatively on carers that do not have EVs and would normally park in these bays in order to be very close to home/they locations and require this level of convenience/access to parking in order to carry out their caring duties effectively. The scheme could also be argued to benefit carers in supporting their transition to	Issues raised during the consultation by carers will be given due consideration on a case-by-case basis. In all cases there will always remain some provision of non-EV parking spaces nearby. Site selection has been carefully considered to minimise impact on all residents.	Jenny Figueiredo, Senior Project Manager – EV Project, Oxfordshire County Council OCC project team	Issues raised will be considered during the consultation process itself. Ongoing through site selections.

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
				driving EVs and in providing EV charging facilities that could also be used for top-up charging during a day of travel around the county.			
Areas of deprivation	☐	☒	☒	The proposals for introduction of EV charging only bays does include some areas of deprivation, as one of the aims of the project (and the central government funding) is to support these communities to be able to switch to driving electric vehicles and ensure they are not excluded from the transition to EV. However, in areas of deprivation where parking pressure is high and residents are potentially not currently able to afford EVs, it could be argued that those currently reliant on cheaper/older petrol and diesel cars will have less parking spaces available to them.	Site selection will consider this impact and the suitability of locations. Issues raised during the consultation will be given due consideration on a case-by-case basis. In all cases there will always remain some provision of non-EV parking spaces nearby.	OCC Project team	Ongoing

Section 3: Impact Assessment - Additional Wider Impacts

Additional Wider Impacts	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Staff	☒	☐	☐	The proposals for introduction of EV charging only bays will not impact staff.			
Other Council Services	☒	☐	☐	The proposals for introduction of EV charging only bays will not impact on other council services, minor additional maintenance for signs and lines.	Ongoing liaison with highways maintenance team.	OCC Project team/ highways maintenance team	Ongoing.
Providers	☒	☐	☐	The proposals for introduction of EV charging only bays will not impact service providers			
Social Value ¹	☐	☒	☐	Where possible social value is a part of all relevant procurement and commissioning activities as per the OCC Social Value Policy.			

¹ If the Public Services (Social Value) Act 2012 applies to this proposal, please summarise here how you have considered how the contract might improve the economic, social, and environmental well-being of the relevant area

Section 4: Review

Where bias, negative impact or disadvantage is identified, the proposal and/or implementation can be adapted or changed; meaning there is a need for regular review. This review may also be needed to reflect additional data and evidence for a fuller assessment (proportionate to the decision in question). Please state the agreed review timescale for the identified impacts of the policy implementation or service change.

Review Date	September 2027 – as part of post implementation scheme monitoring
Person Responsible for Review	Jenny Figueiredo – Senior Project Manager, EV Project
Authorised By	Helen Powdrill – Programme Manager