

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Vehicle and Heavy Plant Fleet Procurement Programme 2025/26
Service Area: Engineering and Transport
Directorate: Environment and Regeneration

2. Does the initiative affect:

	Yes	No
Service users	Y	
Staff	Y	
Wider community	Y	
Internal administrative process only		N

3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age		N				The renewal of fleet vehicles and plant will have no impact on anyone with protected characteristics.
Disability		N				The renewal of fleet vehicles and plant will have no impact on anyone with protected characteristics.
Gender Reassignment		N				The renewal of fleet vehicles and plant will have no impact on anyone with protected characteristics.
Marriage/Civil Partnership		N				The renewal of fleet vehicles and plant will have no impact on anyone with protected characteristics.
Pregnancy/Maternity		N				The renewal of fleet vehicles and plant will have no impact on anyone with protected characteristics.

Race		N				The renewal of fleet vehicles and plant will have no impact on anyone with protected characteristics.
Religion/Belief		N				The renewal of fleet vehicles and plant will have no impact on anyone with protected characteristics.
Sex		N				The renewal of fleet vehicles and plant will have no impact on anyone with protected characteristics.
Sexual orientation		N				The renewal of fleet vehicles and plant will have no impact on anyone with protected characteristics.

4. Does the initiative impact on:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language		N				The renewal of vehicles will have a positive impact on the ability of staff to communicate in Welsh with Bilingual signage and livery.
Treating the Welsh language no less favourably than English		N				Replacement vehicles will not impact on provision to ensure staff can use their first language of choice.

5. Does the initiative impact on biodiversity:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity		N				There is no impact and there are no pathways for biodiversity to be maintained/enhanced.

To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.	Y					Renewing old vehicles will have a positive effect on air quality for everyone living in Neath and Port Talbot CBC due to new vehicles emitting less emissions and improving air quality. Where possible zero emission vehicles will be procured in line with the Fleet Transition plan.
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6. Does the initiative embrace the sustainable development principle (5 ways of working):

	Yes	No	Details
Long term - how the initiative supports the long-term well-being of people	Y		The vehicle and plant renewals will support well-being by using the latest vehicle technologies.
Integration - how the initiative impacts upon our wellbeing objectives	Y		The fleet renewal programme supports frontline services by procuring, maintaining vehicles and equipment necessary to ensure NPT is a safe and healthy place to work and live.
Involvement - how people have been involved in developing the initiative	Y		Staff will be engaged when developing vehicle and plant specifications
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions	Y		Working with the National Procurement service to ensure value for money and reduce additional resources within the Authority. Collaborating with service to ensure the most efficient vehicles and plant is procured for their services. The Council is collaborating with Welsh Government Energy Services (WGES) to ensure smooth transition to zero emission vehicles and secure funding to achieve transition goals set out in the plan.

Prevention - how the initiative will prevent problems occurring or getting worse	Y		By working with sections to ensure staff can effectively provide essential frontline services.
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7. Declaration - based on above assessment (tick as appropriate):

A full impact assessment (second stage) is not required	✓
Reasons for this conclusion	
After completing the assessment, it has been determined that this proposal does not require a full Impact Assessment (second stage) and has a positive impact on staff, service delivery and the environment.	

A full impact assessment (second stage) is required	
Reasons for this conclusion	

	Name	Position	Signature	Date
Completed by	Kevin Lewis	Fleet Manager	KL	17-Jan-2025
Signed off by	D.W Griffiths	Head of Engineering & Transport	DWG	1-Feb-2025