

The Highland Council

Agenda Item	8
Report No	CCC/22/25

Committee: Climate Change

Date: 13 August 2025

Report Title: Electric Vehicle (EV) Infrastructure Project Update

Report By: Assistant Chief Executive - Place

1 Purpose/Executive Summary

- 1.1 The purpose of this paper is to update Members on progress made in the North of Scotland EV Infrastructure Project.
- 1.2 The paper outlines milestones from the past year and work planned for 2025/26.

2 Recommendations

- 2.1 Members are asked to:-
 - i. **Note** the current status of the EV Infrastructure project; and
 - ii. **Scrutinise and note** the outcome of the Integrated Impact Assessment.

3 Implications

- 3.1 **Resource** – Delivery of the upcoming work will be supported through the recruitment of a Project Officer and a Contracts Officer. The recruitment process began in mid-June 2025, with onboarding planned for September-October 2025.

The costs of these posts along with transitional project management will be met through grant funding for the first two years, allowing time for the full development of the income stream offered within the contract. Future management costs will be fully met from the project itself, as outlined in the original business case. This does not impact on delivery of the minimum income stream to each Council as set out in the original business case.

- 3.2 **Legal** – Final negotiations are underway for the Framework Agreement, Inter-Authority Agreement (both aimed to be signed 23 July 2025) and Template Lease (aimed to be signed 1 August 2025).
- 3.3 **Risk** – The migration of existing EV charging infrastructure (EVCI) and delivery of new Pathfinder 1 EVCI need to be in line with stipulated budget and timeframes, in order to comply Transport Scotland grant funding obligations.

3.4 **Health and Safety (risks arising from changes to plant, equipment, process, or people)** – The appointed Private Sector Party is contractually obligated to obtain the necessary consents to carry out their work of installing EVCI and to comply with CDM Regulations.

3.5 **Gaelic** – New EVCI signage will contain Gaelic information.

4 Impacts

4.1 In Highland, all policies, strategies or service changes are subject to an integrated screening for impact for Equalities, Poverty and Human Rights, Children's Rights and Wellbeing, Climate Change, Islands and Mainland Rural Communities, and Data Protection. Where identified as required, a full impact assessment will be undertaken.

4.2 Considering impacts is a core part of the decision-making process and needs to inform the decision-making process. When taking any decision, Members must give due regard to the findings of any assessment.

4.3 Integrated Impact Assessment - Summary

4.3.1 An Integrated Impact Assessment screening was undertaken on 18 June 2025. The conclusions have been subject to the relevant Manager Review and Approval.

4.3.2 The Screening process has concluded that a full Climate Change Impact Assessment is required. There are no other impacts identified. A summary of this can be found within **Appendix 1**. The full assessment has been completed and is in line with policy as detailed within **Appendix 2**.

4.3.3 Summary of Integrated Impact Assessment Screening:-

Impact Assessment Area	Conclusion of Screening
Equality	No impact
Socio-economic	Positive impact
Human Rights	No impact
Children's Rights and Well Being	No impact
Island and Mainland Rural	No negative impacts identified, minor differences in impact between island and mainland rural communities
Climate Change	Positive impact – Full Impact Assessment required
Data Rights	No impact

5 Progress to date

5.1 Following Contract Award on 29 May 2025, Highland Council and the other participating authorities have entered final negotiations with the appointed Private Sector Partner, EasyGo. Legal documentation, including the Framework Agreement, Inter-Authority Agreement, and Template Lease, are expected to be signed by early August 2025.

- 5.2 A programme initiation workshop was held on 4 July 2025 with the four local authorities and EasyGo to initiate the migration of the existing EV charging network. EasyGo has mobilised delivery teams, appointed a dedicated Scottish Project Manager, and scheduled works in a phased approach for all Priority 1 and Priority 2 sites across the region.

6 Delivery Programme Detail

- 6.1 The migration and infrastructure installation programme is progressing as follows:-

Phase	Timeline	Description
Phase 1 – Migration: Priority 1 Sites	Aug – Oct 2025	Migration of 130 DC chargers and 81 AC chargers at co-located sites from ChargePlace Scotland (CPS) to EasyGo platform. Includes safety inspections, branding updates, and operational testing.
Phase 2 – Migration: Priority 2 Sites	Oct – Dec 2025	Migration of 205 remaining AC chargers to EasyGo platform.
Pathfinder 1 Installations	Jan 2026 – Jun 2027	Deployment of new charge points at Pathfinder sites across the region.
Gilt-Edged Site (GES) Rollout	2026 – 2045	Installation of approx. 320 chargers across 50 GES locations, with potential for high-power upgrades.

- 6.2 Legacy chargers not retained for public use may be refurbished and donated to charities and community groups, enabling private or non-networked installations. Rationalisation of charger brands is planned to streamline future maintenance and support services.

7 Site Compliance and Safety

- 7.1 Pre-migration inspections and compliance audits are being conducted on all live sites to meet UK accessibility, health, and electrical safety standards. This includes alignment with:-

- **PAS 1899:** Accessibility standards for disabled users;
- **PAS 1891:** Installation standards;
- **AFIR 2023:** Alternative Fuels Infrastructure Regulation; and
- **TSRGD 2016:** Signage and road marking standards

- 7.2 Each site will be assessed and upgraded as required to ensure clear wayfinding, adequate lighting (min. 20 lux), payment terminal availability, surge protection, barrier protection, OCPP connectivity and 24/7 driver support access.

8 Community Engagement and Workforce Development

8.1 EasyGo has committed to delivering substantial social and economic value over the life of the contract, including:-

- 1,200 annual community engagement hours;
- Appointment of 10 EV Officers to support outreach;
- Promotion of affordable EV access in rural and island communities; and
- Collaboration with local partners including DYW, SCARF, and Rural Youth Action Network

8.2 Workforce development commitments include:-

- 25 two-year apprenticeships in EV-related roles;
- 25 paid 3-month placements and 40 short-term placements for students and unemployed individuals;
- 40 employability workshops in rural and underserved areas; and
- Regional training partnerships to develop EV-related curricula

8.3 A Community Engagement Report will be published annually, with case studies and outcomes shared with stakeholders and Members.

9 Key Risks and Dependencies

9.1 Several key risks have been identified that may impact the success of the EV Infrastructure Programme:-

- **Legacy Equipment Risks:** Potential issues with warranties, handovers, and maintenance responsibilities for non-compliant legacy chargers. Discussions with incumbent providers such as EVolt are ongoing.
- **Commissioning Roles:** Clarity is needed regarding Council responsibilities during handover and commissioning of migrated chargers.
- **Inter-Council Fragmentation:** Differences in internal decision-making structures may delay approvals or alignment across the four councils.
- **Community Buy-In:** Ongoing communication will be required to ensure rural and disabled users are not excluded from service benefits.
- **Data Requirement:** EasyGo has requested updated historical utilisation data (sessions, kWh, overstay) to improve deployment modelling. This is being compiled by officers.
- **Staffing and Contractor Availability:** Delivery in remote areas remains resource-intensive; recruitment of skilled staff is in progress.

10 Governance and Monitoring

10.1 Governance arrangements are in place to ensure project oversight, with the following meeting structure:-

- monthly Steering Committee meetings;
- bi-monthly meetings on technical deployment, commercial planning, and customer service;
- quarterly KPI reviews and regional stakeholder engagement meetings; and
- monthly progress reporting, as defined by the Steering Committee

10.2 Monthly reports will include delivery metrics, charger availability, customer service volumes, and progress against community and workforce development targets.

Designation: Assistant Chief Executive – Place

Date: 17 July 2025

Author: Teresa Ratnam, Project Manager
Neil Osborne, Climate and Energy Team Manager

Background Papers: None

Appendices: Appendix 1 – Integrated Impact Assessment
Appendix 2 – Climate Change Impact Assessment

Integrated Impact Assessment Screening

About proposal

What does this proposal relate to? Action or delivery plan, Redesign or change to existing service

Proposal name: The North of Scotland EV Infrastructure Partnership Project

High level summary of the proposal: The North of Scotland EV Infrastructure Partnership Project is a collaboration between a commercial party and four local authorities; the Highland Council, Moray Council, Aberdeenshire Council and Aberdeen City Council. The objective of this project is to expand the existing electric vehicle (EV) charging network across the North of Scotland with the development of Pathfinder 1 sites and Gilt-Edged Sites (GES).

Who may be affected by the proposal? The North of Scotland residents with electric vehicles (EVs), council Fleet and Fleet users, Energy Team, Parking Team,

Start date of proposal: 30/05/2025

End date of proposal: 30/05/2045

Does this proposal result in a change or impact to one or more Council service? Yes

Which Council services will be impacted by this proposal? Place

Does this relate to an existing proposal? No

Author details

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Job title: Project Manager

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Service: Place

Responsible officer details

Name: Cal Lowey

Job title: Programme Manager - Renewable Energy Projects & Investments

Email address: Cal.Lowey@highland.gov.uk

Sign off date: 2025-06-18

Equalities, poverty, and human rights

Protected characteristics

Select what impact the proposal will have on the following protected characteristics:

Sex: No impact

Age: No impact

Disability: No impact

Religion or belief: No impact

Race: No impact

Sexual orientation: No impact

Gender reassignment: No impact

Pregnancy and maternity: No impact

Marriage and civil partnership: No impact

Protected characteristics impact details: Not relevant.

Poverty and socio-economic

What impact is the proposal likely to have on the following?

Prospects and opportunities: Positive

Places: Positive

Financial: Positive

Poverty and socio-economic impact details: This project has positive impact on prospects and opportunities, places and financial because it will provide communities with the opportunity to transition to electric vehicles. Furthermore, this project will create and support jobs in the community in the long-term.

Human rights

Which of the below human rights will be affected by this proposal?No human rights will be affected

What impact do you consider this proposal to have on the human rights of people?No impact

Human rights impact details: Not relevant.

Equalities, poverty and human rights screening assessment

What impact do you think there will be to equalities, poverty and human rights? Positive impact

Is a Full Impact Assessment required? No

Children's rights and wellbeing

What likely impact will the proposal have on children and young people? An indirect impact of this project on children and young people is potentially an increased awareness of available electric vehicle charging infrastructure in their local area.

Which of the below children's rights will be affected by the proposal? No children's rights will be affected

Explain how the children's rights selected above will be affected:

Children's rights and wellbeing screening assessment

What impact do you think there will be to children's rights and wellbeing? No impact

Is a Full Impact Assessment required? No

Data protection

Will your proposal involve processing personal data? No

Data protection screening assessment

What change will there be to the way personal data is processed? No significant change to current processing

Is a Full Impact Assessment required? No

Island and mainland rural communities

Does your proposal impact island and mainland rural communities? Yes

Could people in island and mainland rural communities be affected differently? Yes

How could the impact differ? Island communities may be affected differently due to supply chain connectivity. If an island were to lose connectivity due to weather for example, there would be issues in delivering replacement parts in the event of a critical failure. Raasay, in particular, with its ferry service as its primary mode of transportation may be adversely affected by supply chain disruption. It is worth mentioning that numerous other lifelines are reliant on that ferry service. Skye is an exception, as it is connected by road/bridge.

Have any negative impacts been identified? No

Island and mainland rural communities screening assessment

What impact do you think there will be to island and mainland rural communities? Minor differences

Is a Full Impact Assessment required? No

Climate change

Does the proposal involve activities that could impact on greenhouse gas emissions (CO₂e)? Yes

Does the proposal have the potential to affect the environment, wildlife or biodiversity? Yes

Does the proposal have the potential to influence resilience to extreme weather or changing climate? Yes

Provide information regarding your selection above: The availability of more EV chargers will encourage the transition from internal combustion engines to electric vehicles, hence having a positive impact on greenhouse gas emissions, the environment, and improve resilience to extreme weather and climate change.

Climate change screening assessment

Have you identified potential impact for any of the areas above or marked any as not known? Yes

Is a Full Impact Assessment required? Yes

Climate Change Impact Assessment

A Climate Change Impact Assessment (CCIA) is an evaluation of the impact of a new proposed change to how we work, what we buy, or what we create. It applies to all new projects, policies, strategies, proposals, and decisions ("Proposals").

The CCIA is a defined step-by-step process whereby a Proposal is assessed against different Climate Change related aspects, thereby allowing an informed evaluation of the impact of the Proposal to be produced. From this, proper and timely consideration of potential measures relating to mitigation, adaptation, and resilience to climate change can be considered and potentially incorporated into the Proposal, if deemed appropriate.

Do your CCIA as early as possible to ensure positive climate change impacts and emissions reductions are embedded into your Proposal. You may not have all the information available at the early stages, you can revisit the CCIA as the Proposal develops and a greater level of detail is understood. The ideal end point is to undertake a CCIA early enough that you can ask "what would a good net zero outcome look like?" and shape the Proposal accordingly.

To ensure improved outcomes it is advisable that the CCIA not be done in isolation and that authors should contact a Climate Change Team representative for advice and assistance with filling out the assessment and help with shaping thinking. Further online guidance can be found [here](#).

It is important to note that the CCIA is not a replacement for a more in-depth Strategic Environmental Assessment which is a statutory requirement for larger proposals.



Stage 1 - Climate Change Impact Assessment: Please assess the impact of the proposal on each of the objectives listed using the impact criteria in the drop-down box in the impact column. Provide an explanation of the impact given using quantitative data where possible, as well as all actions required to enhance positive impacts or to mitigate and/or adapt to any negative impacts listed. Actions raised should then be added to the summary in Stage 2.

Service: Place	Department: Climate Change and Energy Team
Lead person/project manager: Teresa Ratnam	Contact number: Email address: teresa.ratnam@highland.gov.uk
Proposal Title & summary: The North of Scotland EV Infrastructure Partnership Project is a collaboration between a commercial party and four local authorities; the Highland Council, Moray Council, Aberdeenshire Council and Aberdeen City Council. The objective of this project is to expand the existing electric vehicle (EV) charging network across the North of Scotland with the development of Pathfinder 1 sites and Gilt-Edged Sites (GES).	

Energy, Emissions and Resources		
Objective	Impact	Reasons/Mitigating Actions
Energy Efficiency	Positive	This project will have a positive impact on the Council's non-domestic estate. The project will install electric vehicle (EV) chargers in non-domestic estate such as depots, gilt-edged sites (GES) and car parks. This will have a positive energy efficiency impact as the use of these chargers will promote the opportunity available to allow people to confidently switch to EVs instead of other polluting power trains.
Energy Generation	Positive	This project is aligned with the Council's Net Zero Programme by decreasing our reliance on fossil fuels by encouraging the use and transition to electric vehicles (EVs) in the region.
Transport	Positive	<p>This project is aligned with the National Transport Strategy that aims to phase out the need for new petrol and diesel vehicles in the light fleet and heavy fleet by 2025 and 2030 respectively.</p> <p>By increasing the availability of EV charging capacity across the region, this project positively impacts the Council's initiatives to electrify Fleet and also encourages the wider public to transition from Internal Combustion Engine (ICE) vehicles to Ultra Low Emissions Vehicles (ULEVs).</p> <p>This project anticipates the following CO2 and NO2 reductions due to increased EV uptake:</p>

		<table><tr><td>Year</td><td>2022</td><td>2023</td><td>2024</td><td>2025</td><td>2026</td><td>2027</td><td>2028</td><td>2029</td><td>2030</td></tr><tr><td>Forecast PIV uptake</td><td>9,872</td><td>15,817</td><td>24,305</td><td>36,435</td><td>48,522</td><td>60,685</td><td>73,144</td><td>86,356</td><td>100,684</td></tr><tr><td>Charge points per 100,000</td><td>257</td><td>363</td><td>500</td><td>709</td><td>864</td><td>1,036</td><td>1,156</td><td>1,320</td><td>1,437</td></tr><tr><td>EV to charge point ratio</td><td>25:1</td><td>25:1</td><td>27:1</td><td>30:1</td><td>28:1</td><td>28:1</td><td>29:1</td><td>29:1</td><td>29:1</td></tr><tr><td>Max distance/time to public charging (miles)</td><td>>40</td><td>40</td><td>40</td><td><40</td><td>35</td><td><35</td><td><35</td><td><35</td><td><35</td></tr><tr><td>Max distance/time between rapid charging (miles)</td><td>>40</td><td>40</td><td>40</td><td><40</td><td>35</td><td><35</td><td><35</td><td><35</td><td><35</td></tr><tr><td>Estimated CO₂ & NO_x reductions (tonnes)</td><td>27,095,756</td><td>43,407,968</td><td>66,702,878</td><td>99,996,818</td><td>133,168,369</td><td>166,551,302</td><td>200,744,870</td><td>237,007,193</td><td>276,329,668</td></tr></table>	Year	2022	2023	2024	2025	2026	2027	2028	2029	2030	Forecast PIV uptake	9,872	15,817	24,305	36,435	48,522	60,685	73,144	86,356	100,684	Charge points per 100,000	257	363	500	709	864	1,036	1,156	1,320	1,437	EV to charge point ratio	25:1	25:1	27:1	30:1	28:1	28:1	29:1	29:1	29:1	Max distance/time to public charging (miles)	>40	40	40	<40	35	<35	<35	<35	<35	Max distance/time between rapid charging (miles)	>40	40	40	<40	35	<35	<35	<35	<35	Estimated CO ₂ & NO _x reductions (tonnes)	27,095,756	43,407,968	66,702,878	99,996,818	133,168,369	166,551,302	200,744,870	237,007,193	276,329,668
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Procurement & Material Consumption	Positive	<p>The Procurement Reform (Scotland) Act 2014 introduced the Sustainable Procurement Duty that requires public bodies to achieve socio-economic and environmental benefits during their procurement activities.</p> <p>This project incorporates sustainable practices to maximise resource efficiency, cost savings, and environmental benefits by proposing to reuse older EV charge points in depots and recycling.</p>																																																																						
Circular Economy	Positive	This project proposes to reuse older EV charge points in depots to extend the lifetime of these EV charging assets.																																																																						
Waste	Positive	This project will recycle EV charger components that cannot be reused.																																																																						
Just Transition	Positive	<p>This project will positively impact communities in the region by improving their access to the Council's service of EV charging facilities by expanding the EV charging network to under-served areas.</p> <p>Additionally, this project will directly create sustainable job opportunities over its 20-year contract.</p>																																																																						

Natural Environment & Biodiversity		
Objective	Impact	Reasons/Mitigating Actions
Quality of Natural Environment	No Impact	This project will have no impact on quality of natural environment as the EV charging locations are on readily developed sites such as existing public car parks.

Quantity of Natural Environment	No Impact	This project will have no impact on quantity of natural environment as the EV charging locations are on readily developed sites such as existing public car parks.
Biodiversity	No Impact	This project will have no impact on biodiversity as the EV charging locations are on readily developed sites such as existing public car parks.
Adaptation and Resilience		
Objective	Impact	Reasons/Mitigating Actions
Adaptation	Positive	This project has a positive impact on the resilience of our supply chains by enhancing skills through sustainable job opportunities.
Infrastructure Resilience	Positive	This project improves the continuity of the critical service of road and transport by decreasing our reliance on fossil fuels.
Council Resilience	Positive	This project has a positive impact on council resilience against climate change as income generated through this project will be reinvested into the EV network.
Community Resilience	Positive	By improving the community's access to EV charging infrastructure, there is a positive impact on community resilience to access public services. Additionally, this project increases the awareness of the impacts of climate change by encouraging the transition to electric vehicles. Furthermore, this project aims to deliver a range of community benefits such as providing job opportunities to the local community.

Stage 2 – Summary of Actions Please provide a summary of the mitigating actions raised in the above tables here along with timescales and identify a lead person for each action. This can be referred to throughout the proposal development and in the final CCIA. (Use TAB to add more rows if required)		
Action	Timescale	Lead Person

N/A – no mitigating actions identified.		

Stage 3 - Review & Approve Please provide the name of your Service Manager who will be your main approver and a co-approver in your service. Once completed please email the form to the integrated impact assessment mailbox (impactassessments@highland.gov.uk) for the team to review and then pass on to your Service Manager for final review and approval.	
Service Manager	Neil Osborne
Co-Approver	Cal Lowey
Date form sent for review & approval.	9 July 2025
Reviewers' comments	Pending
Service Manager approval & comments	Information provided represents a fair reflection of the project's aims.