

Equality Impact Assessment / Equality Analysis

Title of service or policy	Blue Badge Appeals Process
Name of directorate and service	Place - Environmental Services – Parking Services
Name and role of officers completing the EIA	Chris Major – Head of Parking Services
Date of assessment	12 th May 2013

Equality Impact Assessment (or ‘Equality Analysis’) is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on different groups within the community. The primary concern is to identify any discriminatory or negative consequences for a particular group or sector of the community. Equality impact Assessments (EIAs) can be carried out in relation to service delivery as well as employment policies and strategies.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis on a policy, service or function. It is intended that this is used as a working document throughout the process, with a final version including the action plan section being published on the Council’s and NHS Bath and North East Somerset’s websites.

1.	Identify the aims of the policy or service and how it is implemented.	
	Key questions	Answers / Notes
1.1	Briefly describe purpose of the service/policy including <ul style="list-style-type: none"> ● How the service/policy is delivered and by whom ● If responsibility for its implementation is shared with other departments or organisations ● Intended outcomes 	The service, which has undergone significant reform, provides Blue Badges to members of the public who have disabilities requiring additional support to access facilities. The service works by allowing any holder of a blue badge to display it in the vehicle they are travelling in. The badge allows them additional parking concessions such as the ability to park in blue badge holder bays and to park on Double or Single Yellow Lines for up to 3 hours when not causing an obstruction. The reforms included a national online database of blue badges that will increase the ability of enforcement authorities to identify and reduce abuse. The scheme was changed to: <ul style="list-style-type: none"> •help ensure that people with severe mobility difficulties are treated fairly when they are being assessed for a Blue Badge •respond to increasing demand for Blue Badges and pressures to extend the scheme to other groups of disabled people •reduce the current high levels of abuse and misuse by designing a new badge that is harder to copy, forge or alter. The Appeals Process which is proposed is designed in line with the best practice guidelines and gives all applicants the reassurance that they can appeal to an independent member of staff if their application is refused and then to the Head of Service if they still feel that the decision to refuse is incorrect. Each stage is undertaken independently by a more senior staff member.
1.2	Provide brief details of the scope of the policy	The policy explains in detail the processes for any appeal that is submitted to provide clarity to the applicant.

	<p>or service being reviewed, for example:</p> <ul style="list-style-type: none"> ● Is it a new service/policy or review of an existing one? ● Is it a national requirement?). ● How much room for review is there? 	<p>The policy was adopted at Parking Board in 2012 and now is being recommended to be formally adopted via a Single Member Decision by the Cabinet Member for Transport.</p> <p>There is no requirement to have an appeals process but it is recommended and therefore is presented for adoption formally.</p>
1.3	Do the aims of this policy link to or conflict with any other policies of the Council?	No.
2. Consideration of available data, research and information		
<p>Monitoring data and other information should be used to help you analyse whether you are delivering a fair and equal service. Please consider the availability of the following as potential sources:</p> <ul style="list-style-type: none"> ● Demographic data and other statistics, including census findings ● Recent research findings (local and national) ● Results from consultation or engagement you have undertaken ● Service user monitoring data (including ethnicity, gender, disability, religion/belief, sexual orientation and age) ● Information from relevant groups or agencies, for example trade unions and voluntary/community organisations ● Analysis of records of enquiries about your service, or complaints or compliments about them ● Recommendations of external inspections or audit reports 		
	Key questions	Data, research and information that you can refer to
2.1	What is the equalities profile of the team delivering the service/policy?	<p>Parking Services staff reflects the equalities profile of BaNES as a whole. Parking has a total of 24 female staff from an establishment of 71. We currently have 2 disabled members of staff within the Business Support Team. Parking Services has 1 BME staff member.</p>

2.2	What equalities training have staff received?	All staff within Parking Services have completed Equalities training to ensure compliance with corporate standards. This is a total of 71 staff. A structured training plan is in place for all new staff to ensure they do receive equalities training in a timely manner after commencing employment.
2.3	What is the equalities profile of service users?	<p>Users of the service will come from groups who are permitted to apply for badges under the statutory provisions. A blue badge can be issued under the following criteria:</p> <p>You are automatically eligible to apply for a badge if you are over two years old and either: receive the Higher Rate of the Mobility Component of the Disability Living Allowance; are registered severely sight impaired (blind); receive a War Pensioner's Mobility Supplement; People who receive a benefit under the Armed Forces and Reserve Forces (Compensation) Scheme within tariffs 1-8 and have been certified by the SPVA as having a permanent and substantial disability which causes inability to walk or very considerable difficulty walking.</p> <p>Subject to assessment you may also be eligible for a badge if you are over three years old and either: have a permanent and sustainable disability which means you cannot walk, or which makes walking very difficult; drive a motor vehicle regularly, have a severe disability in both arms, and unable to operate all or some types of parking meter (or would find it very difficult to operate them)</p> <p>If you are a parent of a child who is less than three years old, you may apply for a badge for your child if they have a specific medical condition which means that they either: must always be accompanied by bulky medical equipment which cannot be carried around without great difficulty; need to be kept near a vehicle at all times, so that they can, if necessary, be treated in the vehicle, or quickly driven to a place where they can be treated, such as a hospital</p>
2.4	What other data do you have in terms of service users or staff? (e.g results of customer satisfaction surveys, consultation findings). Are there any gaps?	<p>Data taken from 2010 statistics</p> <ul style="list-style-type: none"> • Disabled Blue Badges. <p>New applications 994; Renewal applications 2118; Replacement badge applications 48 total of 3160 disabled blue badges issued.</p>

2.5	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	No specific consultation has been undertaken with this EIA by BaNES. However, full consultation was undertaken by the Department for Transport as part of the Blue Badge reform program in 2011 and is available on the DfT website.	
2.6	If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equalities considerations within this?	No further consultation is planned.	
3. Assessment of impact: 'Equality analysis'			
<p>Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy:</p> <ul style="list-style-type: none"> • Meets any particular needs of equalities groups or helps promote equality in some way. • Could have a negative or adverse impact for any of the equalities groups 			
		Examples of what the service has done to promote equality	Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this
3.1	Gender – identify the impact/potential impact of the policy on women and men. (Are there any issues regarding pregnancy and maternity?)	No impact based on gender – all who qualify regardless of gender are issued a badge	Nil
3.2	Transgender – – identify the impact/potential impact of the policy on transgender people	No impact based on transgender – all who qualify regardless of gender or gender transformation are issued a badge	Nil
3.3	Disability - identify the impact/potential impact of the policy on disabled people (ensure consideration of a range of impairments including both physical and mental	The Blue Badge scheme gives severely disabled people access to vital services and a better quality of life by improving access to parking. The aim of the reform programme is to give local	Due to the recognised financial circumstances of some groups affected by disability, the imposed fee could have a greater impact on disabled people. However, as the fee is based

	impairments)	authorities the tools to run the scheme efficiently, deliver the scheme to the right people and target those who break the rules.	over three years the impact is relatively low and the reduction in abuse will benefit the group significantly.
3.4	Age – identify the impact/potential impact of the policy on different age groups	Carers with children between the ages of 2-3 with specific medical conditions would benefit from the eligibility extension. Around two-thirds of badge holders are over the age of 65 and they would benefit from the customer service improvements and be able to park in spaces made available by improved enforcement measures.	Nil
3.5	Race – identify the impact/potential impact on different black and minority ethnic groups	No impact based on race – all who qualify regardless of race are issued a badge	Nil
3.6	Sexual orientation - identify the impact/potential impact of the policy on lesbians, gay, bisexual & heterosexual people	No impact based on sexual orientation – all who qualify regardless of sexual orientation are issued a badge	Nil
3.7	Religion/belief – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.	No impact based on religion/beliefs – all who qualify regardless of religion/beliefs are issued a badge	Nil
3.8	Socio-economically disadvantaged – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances	Nil	The recently implemented fee for the badge will impact more significantly on the socio-economically disadvantaged who are also disabled and qualify for a badge. However, as the fee is based over three years the impact is relatively low and the reduction in abuse will benefit the holders of badges

			significantly.
3.9	Rural communities – identify the impact / potential impact on people living in rural communities	No impact based on those who live in rural communities – all who qualify regardless of address are issued a badge	Nil

4. Bath and North East Somerset Council & NHS B&NES Equality Impact Assessment Improvement Plan

Please list actions that you plan to take as a result of this assessment. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when
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To ensure that the appeals process, if adopted, is reviewed as part of the overarching Blue Badge EqIA at least yearly	To review as part of the overarching blue badge EqIA at least yearly	The EqIA for Blue Badges is reviewed each year	L Jones	May 2014
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5. Sign off and publishing

Once you have completed this form, it needs to be 'approved' by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equalities Team (equality@bathnes.gov.uk), who will publish it on the Council's and/or NHS B&NES' website. Keep a copy for your own records.

Signed off by: Chris Major Head of Parking Services

Date: 12th May 2013