

## **Equality Impact Assessment / Equality Analysis**

<b>Title of service or policy</b>	Parking Zones 15 & 16 - Proposed amendments TRO
<b>Name of directorate and service</b>	Environmental Services - Traffic Management
<b>Name and role of officers completing the EIA</b>	Chris Major - Group Manager, Transport & Parking
<b>Date of assessment</b>	November 2014

Equality Impact Assessment (or 'Equality Analysis') is a process of systematically analyzing 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.

<p><b>1.</b></p>	<p><b>Identify the aims of the policy or service and how it is implemented.</b></p>	
	<p><b>Key questions</b></p>	<p><b>Answers / Notes</b></p>
<p><b>1.1</b></p> <p>Briefly describe purpose of the service/policy including</p> <ul style="list-style-type: none"> <li>● How the service/policy is delivered and by whom</li> <li>● If responsibility for its implementation is shared with other departments or organisations</li> <li>● Intended outcomes</li> </ul>	<p>Parking Services provides a range of services to the public as outlined below:  <b>Car Parks and On Street Parking Areas:</b> Parking Services provides management of parking areas and the technology in them for use of the public. This is to allow them access to the facilities and areas required. Parking allows members of the public who use cars to have the necessary access to parking spaces thus increasing their ability to go about their daily lives. Services include suspensions, coning and bay reservations to allow events, removal and similar to function.  <b>Enforcement:</b> Parking Services provides enforcement of both on and off street parking areas and bus lanes. The enforcement is undertaken by a mixture of staff on the ground and ANPR technology. Enforcement is however only an outcome, the aim of the service is to provide and encourage the use of legitimate parking areas and routes to ensure the economic vitality and vibrancy of the Authority and the wellbeing of its residents. Parking Services also deliver all required back office functions required under the statutory legislation this involves.  <b>Permits:</b> The Parking Service provides residents, business and all members of the public parking permits who require access to parking facilities. The service works by allowing permit holders to park in various locations throughout the geographical area where parking restrictions apply.  <b>Blue Badges:</b> 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</p>	

		<p>bays and to park on Double or Single Yellow Lines for up to 3 hours when not causing an obstruction.</p> <p>The reforms included a national online database of blue badges that will increase the ability of enforcement authorities to identify and reduce abuse.</p>
<b>1.2</b>	<p>Provide brief details of the scope of the policy or service being reviewed, for example:</p> <ul style="list-style-type: none"> <li>● Is it a new service/policy or review of an existing one?</li> <li>● Is it a national requirement?</li> <li>● How much room for review is there?</li> </ul>	<p>Common law states the highway is for the passage and re-passage of persons and goods, and consequently any parking on the highway is an obstruction of that right of passage. There are no rights to park on the highway but parking is condoned where the right of passage along the highway is not impeded. The consideration of the objections to the introduction of controls has to be considered in this context. There is also no legal right to park on the highway either outside a property or even within a specific street. This review considered the parking within Residents Parking Zones 15 and 16.</p>
<b>1.3</b>	<p>Do the aims of this policy link to or conflict with any other policies of the Council?</p>	<p>The scheme is in line with the Councils' priorities.</p>

## 2. Consideration of available data, research and information

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:

- **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 report.

### 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?

Parking Services staff reflects the equalities profile of B&NES as a whole. <http://www.bathnes.gov.uk/services/your-council-and-democracy/equality-and-diversity/equality-mapping> Parking has a total of 20 female staff from an establishment of 66. We currently have 2 disabled members of staff within the Business Support Team. Parking Services currently has 2 BME staff members.

**2.2** What equalities training has staff received?

All staff within Parking Services have completed Equalities training to ensure compliance with corporate standards. 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?

The service users will be the local residents, visitors, tradesmen and the general driving public. Anyone who is capable of driving a vehicle should be included, which should also include disabled vehicles for those with a blue badge permit.

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?	Parking services undertook consultation on residents Parking in Bath with the transport Policy team in June 2012 and results are available at: <a href="http://consultations.bathnes.gov.uk/consult.ti/bathparking/consultationHome">http://consultations.bathnes.gov.uk/consult.ti/bathparking/consultationHome</a>
2.5	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	An informal consultation was undertaken with all residents to define the proposals put forward for formal consultation. Then a full public consultation was undertaken as required under legislation. The proposals were advertised by erecting notices along the affected lengths of road for a 21 day period, inviting written comments to the proposal. At the same time a copy of the notice was placed in the Public Notice section of the local newspaper.
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 consultations are planned for Zones 15 & 16 at this time.

<h3>3. Assessment of impact: 'Equality analysis'</h3>		
	<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"> <li>• Meets any particular needs of equalities groups or helps promote equality in some way.</li> <li>• Could have a negative or adverse impact for any of the equalities groups</li> </ul>	
	<p><b>Examples of what the service has done to promote equality</b></p>	<p><b>Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this</b></p>
3.1	<p><b>Gender</b> – identify the impact/potential impact of the policy on women and men.</p>	<p>N/A</p>
3.2	<p><b>Pregnancy and maternity</b></p>	<p>N/A</p>

3.3	<p><b>Transgender</b> – identify the impact/potential impact of the policy on transgender people.</p>	<p>The proposal should not have any affects / benefits that are transgender specific.</p>	N/A
3.4	<p><b>Disability</b> - identify the impact/potential impact of the policy on disabled people (ensure consideration both physical and mental impairments).</p>	<p>The proposal should not have any affects / benefits specific to the disabled.</p>	N/A
3.5	<p><b>Age</b> – identify the impact/potential impact of the policy on different age groups.</p>	<p>The proposal should not have any affects / benefits which are directly attributable to age.</p>	N/A
3.6	<p><b>Sexual orientation</b> - identify the impact/potential impact of the policy on lesbians, gay, bisexual &amp; heterosexual people.</p>	<p>The proposal should not have any affects / benefits which are directly attributable to sexual orientation.</p>	N/A
3.7	<p><b>Marriage and civil partnership</b> – does the policy/strategy treat married and civil partnered people equally?</p>	<p>The proposal should not have any affects / benefits which are directly attributable to their marriage or civil partnership status.</p>	N/A
3.8	<p><b>Religion/belief</b> – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.</p>	<p>The proposal should not have any affects / benefits which are directly attributable to religious beliefs.</p>	N/A
3.9	<p><b>Socio-economically disadvantaged</b> – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances.</p>	<p>The proposal should not have any affects / benefits which are directly attributable to people affected in this way.</p>	N/A
3.10	<p><b>Rural communities</b> – identify the impact / potential impact on people living in rural communities.</p>	<p>The proposal should not have any affects / benefits which directly or indirectly affect those in the rural communities.</p>	N/A

#### 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

#### 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](mailto: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:** (Divisional Director or nominated senior officer)

**Date:** 15 Dec 2014

