

Appendix 7 – Updated Equalities Impact Assessments following first stage consultation

Equality Impact Assessment / Equality Analysis

Title of service or policy	Residents parking - Emissions based permits and visitor parking
Name of directorate and service	Place - Environmental Services - Parking Services
Name and role of officers completing the EIA	Andrew Dunn, Team Manager - Parking
Date of assessment	24 June 2021

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 main aim is to identify any discriminatory or negative consequences for a particular group or sector of the community, and also to identify areas where equality can be better promoted. Equality impact Assessments (EIAs) can be carried out in relation to services provided to customers and residents as well as employment policies/strategies that relate to staffing matters.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis. **Not all sections will be relevant – so leave blank any that are not applicable.** It is intended that this is used as a working document throughout the process, and a final version will be published on the Council’s website.

1.	Identify the aims of the policy or service and how it is implemented.	
	Key questions	Answers / Notes
1.1	<p>Briefly describe purpose of the service/policy e.g.</p> <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 	<p>Emissions based parking permits for all residents parking zones will facilitate the achievement of the strategic outcomes of local transport policy by reducing congestion and vehicle intrusion into neighbourhoods, and particularly residential neighbourhoods. It will also improve air quality by ensuring NO2 targets are met in the shortest possible time through a major shift to mass transport, walking and cycling in order to secure the safer movement of pedestrian traffic on the highway by reducing the public health risks posed to them by air pollution.</p> <p>This new pricing policy is based on vehicle CO2 emissions as per vehicle Excise Duty (VED) classification (aligned to April 2017) with an additional diesel supplement to help achieve NO2 targets in the shortest possible time. Prices for the more polluting vehicles are set higher based proportionately on their emissions.</p> <p>Visitor permits are available to residents living in all residents parking zones in digital and paper formats and allow visitors to park on street in permit zones. Paper permits are only valid by the full day, and to support vulnerable residents unable to use digital permits, which can be used by the hour, a half day paper permit will be introduced.</p>

		The daily pro rata cost of visitor permits will increase by £0.50 per day in year 1, then a further £0.25 a day in years 2 and 3.
1.2	Provide brief details of the scope of the policy or service being reviewed, for example: <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>This is a review of existing residents parking zone permit pricing policy, with permits issued in line with the Traffic Management Act 2004 to allow enforcement of its residents parking zones.</p> <p>This review is only concerned with the provision of resident parking permits and how the changes affect their use. Entitlement to a permit or the physical layout of resident parking zones and the different types of restrictions they may contain are not within scope.</p> <p>In 2017 the Council was directed to Produce a Clean Air Plan to achieve compliance with European Limit Values in the shortest possible time, or by 2021 at the latest. There is room for review</p>
1.3	Do the aims of this policy link to or conflict with any other policies of the Council?	This Policy is in line with Transport Policies and the Parking Strategy. It is consistent with (although is not designed to promote) the objectives of the Climate Emergency and Clean Air

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, sex, 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 equalities training have staff received to enable them to understand the needs of our diverse community?	All staff within Parking Services have completed Equalities training during their induction 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 and this also received regular refresh using the corporate programme.
2.2	What is the equalities profile of service users?	Service users are all residents and visitors within Bath and Keynsham where residents parking zones are currently located and therefore reflects the equalities profile of the general population. Residents living with a zone are entitled to purchase permit where they own a qualifying vehicle; however, as the permit authorises parking on the highway which impacts network congestion and air quality, the impact of the policy extends to all road users, including pedestrians.
2.4	Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?	Parking Services also uses the Voicebox survey to measure customer satisfaction. The results of the Voicebox 28 survey (2019) record 76% of respondents rating the provision and operation of parking permits as acceptable to good.
2.5	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	<p>The “Balancing your Needs” parking strategy was consulted on in 2017 and adopted in 2018. The parking strategy set out the key policy direction and objectives for the service until 2028.</p> <p>Parking Services undertook a first stage public consultation in April/May 2021 to seek views from all stakeholders on the proposals described in section 1.1 above. 1,086 responses were received with 71% of respondents being either very satisfied to neutral.</p> <p>Following the identification of impacted groups from preliminary Equalities Impacts Assessments, the Council undertook a Distributional Impact Assessment to further assess the impact of the resident permit proposals on relevant socio-economic groups. Issues identified within these assessments and the first stage consultation have been considered and have resulted in a review of this EQIA to include mitigating measures to address the issues and needs identified.</p>

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?	The Parking Strategy sets out objectives and actions which include a review of the available permit types and remove those that do not comply with the objectives and policies of the strategy. Further statutory consultation will be undertaken in the autumn of 2021 as part of the Traffic Regulation Order process.
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3. Assessment of impact: 'Equality analysis'

	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: <ul style="list-style-type: none"> Meets any particular needs of equalities groups or could help promote equality in some way. Could have a negative or adverse impact for any of the equalities groups 																	
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	<p>impairments and mental health)</p>	<p>From December 2020 a change in local policy means that a Blue Badge no longer entitles the holder to park in a permit holders bay without a residents parking permit. This change was made to align to the national Blue Badge scheme and provides consistency for all Blue Badge holders. Residents with Blue Badges that live in RPZs are entitled to a free resident's permit so they can use their Blue Badge in other vehicles and leave their own vehicle legally parked at home. However, the implementation of this new policy requires enabling works to assess where existing advisory bays are and where additional dedicated Blue Badge parking is needed to ensure that local amenities within RPZs remain accessible to Blue Badge holders. This enabling work is subject to resources being allocated as all the Council's area TROs must be reviewed and varied at the same time to ensure the policy can then be consistently applied. There are currently no resources identified in this year to undertake this enabling work, therefore Blue Badge holders will remain able to park in residents permit bays without a residents permit as long as they display their Blue Badge.</p>	<p>and display ticket provided a valid blue badge is clearly displayed.</p> <p>Customers which do not qualify for a Blue Badge but who may have difficulty accessing/using online/App based services may contact MiPermit for assistance 7 days a week by telephone.</p> <p>Blue Badge holders are permitted to park on yellow lines for up to 3 hours in accordance with the provisions of the Blue Badge Rights and Responsibilities scheme https://www.gov.uk/government/publications/the-blue-badge-scheme-rights-and-responsibilities-in-england. This also allows Blue Badge holders to park for an unlimited time in on street pay and display bays located across the city centre.</p> <p>Once this enabling work (described in the left hand column) is complete and the policy has been enacted, Blue Badge holders that are residents of RPZs will be entitled to a residents permit free of charge. These changes will be communicated on the council's website and to all Blue Badge holders in Bath & North East Somerset.</p>
<p>3.5</p>	<p>Age – identify the impact/potential impact of the policy on different age groups</p>	<p>Previous feedback from council customers has told us that some older customers find digital systems more difficult to access and/or use. The addition of half day paper permits will provide greater flexibility and</p>	<p>Customers who have difficulty accessing/using online/App based services may contact MiPermit by telephone for assistance 7 days a week.</p>

		value for those not able to use digital permits.	
3.6	Race – identify the impact/potential impact on across different ethnic groups		No impact based on race – all who qualify are able to purchase parking permits via MiPermit
3.7	Sexual orientation - identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual people		No impact based on sexual orientation – all who qualify are able to purchase parking permits via MiPermit
3.8	Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?		No impact based on marriage/civil partnership – all who qualify are able to purchase parking permits via MiPermit
3.9	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/no religion – all who qualify are able to purchase parking permits via MiPermit
3.10	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 (this is not a legal requirement, but is a local priority).	<p>The addition of half day paper permits will provide greater flexibility and value for those not able to use digital permits.</p> <p>A Distributional Impact Assessment was undertaken to assess the impact of the resident permit proposals on relevant socio-economic groups. This assessment identified no disproportionate impact on areas that are more deprived compared to those that are less deprived. All areas were</p>	There is no intended impact based on socio-economically disadvantage - all who qualify are able to purchase one through MiPermit. However, the costs of permits could have an impact on those who are economically disadvantaged where they own a polluting vehicle and are unable to replace it. Even with the higher costs attached to more polluting vehicles, the cost of a permit equates only to a small percentage of the annual costs of running a motor vehicle. This impact has been considered against the wider needs of vulnerable residents and pedestrians

		<p>shown to be equally impacted by increases in permit cost.</p> <p>However, it's noted that whilst there is no disproportionate impact to more deprived areas, individuals living within these areas could be impacted more significantly by an increase in costs than those in less deprived areas.</p>	<p>who are more at risk from the negative health impacts from high levels of pollution caused by vehicles.</p> <p>The average increase in cost for vehicles that are affected (69% of those currently with permits) is £25; however, analysis has shown that 65% will experience cost increases of up to 50%, and further 4% experiencing a cost increase of above 50%.</p> <p>To make the permits more affordable and flexible for customers that experience a price increase, we are proposing to make 6 month permits pro rata the same cost as an annual permit. In addition, we are proposing to introduce quarterly (also pro rata) and monthly permits. Monthly permits will incur an additional charge to reflect the increased number of permit fees and bank charges that these additional transactions will incur, which is equivalent to £7.40 per year, or £0.62 per month.</p>
3.11	Rural communities* – identify the impact / potential impact on people living in rural communities		No impact on rural communities – all who qualify are able to purchase parking permits via MiPermit

There is no requirement within the public sector duty of the Equality Act to consider groups who may be disadvantaged due to socio economic status, or because of living in a rural area. However, these are significant issues within B&NES and have therefore been included here.

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/analysis. 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
EIA to be reviewed annually or if significant changes happen within the service provision.	To review the EIA		Team Manager - Parking	1st June 2022
Issues raised by consultees through statutory consultation	Staff to review feedback and identify equalities issues and actions required as necessary.	Completion of review of feedback	Project lead	Within one month after consultation ends COMPLETE

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:
Date: 25/06/2021

C Major

(Divisional Director or nominated senior officer)

Equality Impact Assessment / Equality Analysis

Title of service or policy	Hotel/Guest House/Holiday Let/B&B Parking Permit
Name of directorate and service	Place - Environmental Services - Parking Services
Name and role of officers completing the EIA	Andrew Dunn, Team Manager - Parking
Date of assessment	24 June 2021

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 main aim is to identify any discriminatory or negative consequences for a particular group or sector of the community, and also to identify areas where equality can be better promoted. Equality impact Assessments (EIAs) can be carried out in relation to services provided to customers and residents as well as employment policies/strategies that relate to staffing matters.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis. **Not all sections will be relevant – so leave blank any that are not applicable.** It is intended that this is used as a working document throughout the process, and a final version will be published on the Council’s website.

1.	Identify the aims of the policy or service and how it is implemented.	
	Key questions	Answers / Notes
1.1	<p>Briefly describe purpose of the service/policy e.g.</p> <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 	<p>The service provides private hospitality businesses who require access to parking facilities for guests/visitors with parking authorisation via the MiPermit digital parking permit system, replacing the existing paper permit.</p> <p>The service works by allowing authorised users to park in Council off street long stay car parks within the city centre allowing the business owner to provide a full service as part of their offering to customers.</p> <p>The service will be introduced to:</p> <ul style="list-style-type: none"> ● help ensure that businesses can provide guests/visitors parking in specific parking locations within reasonable access of their premises as part of a seamless booking transaction. ● improve customer self service – A one time only online application process to set up an account, reducing administration and delay currently experienced by renewals. ● the opportunity to ‘create parking stays for guests in advance at the time of booking. ● Prevent misuse of permits by staff – no permit cancellations for misuse

		<ul style="list-style-type: none"> • encourage the use of alternative transport by restricting the amount of available parking within the congested city centre • elimination of the waste created through the use of paper permits and the need to issue by post
1.2	<p>Provide brief details of the scope of the policy 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 system provides improvements to customer service and reduces public sector costs by encouraging customers to self-serve and reduce the number of copied permits, whilst also helping to reduce fraud and system abuse.</p> <p>The scope of the system also extends to include other digital permits, which facilitate cashless parking for ad hoc stays. Allowing customers to purchase parking without the need for cash or a permit covering a fixed period.</p> <p>The system supports freedom and fairness and was targeted at addressing the parking needs of those people who live and work in Bath & North East Somerset Councils geographical area.</p> <p>It is not a national requirement and there is room for review.</p>
1.3	Do the aims of this policy link to or conflict with any other policies of the Council?	This Policy is in line with Transport Polices and the Parking Strategy. This policy is also consistent with (although is not designed to achieve) the objectives of the Climate Emergency and the Clean Air Plan.

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, sex, 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 equalities training have staff received to enable them to understand the needs of our diverse community?	All staff within Parking Services have completed Equalities training during their induction 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 and this also received regular refresh using the corporate programme.
2.2	What is the equalities profile of service users?	Any hospitality business providing accommodation to visitors that is within a residents parking zone and requires parking for customers within the geographical area of Bath and North East Somerset can potentially purchase a permit, therefore the service users are likely to be representative of the national population. However, some permits have restrictions such as they need to be a qualifying business within a parking zone. http://www.bathnes.gov.uk/services/your-council-and-democracy/equality-and-diversity/equality-mapping

2.4	Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?	Parking Services also uses the Voicebox survey to measure customer satisfaction. The results of the Voicebox 28 survey (2019) record 76% of respondents rating the provision and operation of parking permits as acceptable to good.
2.5	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	<p>The “Balancing your Needs” parking strategy was consulted on in 2017 and adopted in 2018. The parking strategy set out the key policy direction and objectives for the service until 2028.</p> <p>Parking Services undertook a first stage public consultation in April/May 2021 to seek views from all stakeholders on the proposals described in section 1.1 above. 1,086 responses were received with 71% of respondents being either very satisfied to neutral.</p>
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?	<p>The Parking Strategy sets out objectives and actions which include a review of the available permit types and remove those that do not comply with the objectives and policies of the strategy.</p> <p>Further statutory consultation will be undertaken in the autumn of 2021 as part of the Traffic Regulation Order process.</p>

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 could help 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	Sex – identify the impact/potential impact of the policy on women and men.		No impact based on gender – all who qualify regardless of gender are issued a permit

3.2	Pregnancy and maternity		No Impact -all who qualify are issued a permit
3.3	Gender reassignment – 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 permit
3.4	Disability - identify the impact/potential impact of the policy on disabled people (ensure consideration both physical, sensory and mental impairments and mental health)	<p>Parking Services can assist customers applying for permits both at Council One Stop Shops, which now include greater support for assistance with online services and contact MiPermit by telephone for assistance 7 days a week</p> <p>From December 2020 a change in local policy means that a Blue Badge no longer entitles the holder to park in a permit holders bay without a residents parking permit. This change was made to align to the national Blue Badge scheme and provides consistency for all Blue Badge holders. Residents with Blue Badges that live in RPZs are entitled to a free resident's permit so they can use their Blue Badge in other vehicles and leave their own vehicle legally parked at home. However, the implementation of this new policy requires enabling works to assess where existing advisory bays are and where additional dedicated Blue Badge parking is needed to ensure that local amenities within RPZs remain accessible to Blue Badge holders. This enabling work is subject to resources being allocated as all the Council's area TROs must be reviewed and varied at the same time to ensure the policy can then</p>	<p>The on street element of the permit management scheme does not impact on people with disabilities as they are currently entitled to park in all on street pay and display bays within the geographical area of Bath & north East Somerset Council without displaying a pay and display ticket provided a valid blue badge is clearly displayed.</p> <p>Customers which do not qualify for a Blue badge but who may have difficulty accessing/using online/App based services may contact MiPermit for assistance 7 days a week by telephone.</p> <p>Not being able to park close to the premises that are staying at may be detrimental to the needs of Blue Badge holders and likely to increase anxiety regarding safety and security.</p> <p>Blue Badge holders are permitted to park on yellow lines for up to 3 hours in accordance with the provisions of the Blue Badge Rights and Responsibilities scheme https://www.gov.uk/government/publications/the-blue-badge-scheme-rights-and-responsibilities-in-england. This also allows Blue Badge holders to park for an unlimited time in on street pay and display bays located across the city centre.</p>

		<p>be consistently applied. There are currently no resources identified in this year to undertake this enabling work, therefore Blue Badge holders will remain able to park in residents permit bays without a residents permit as long as they display their Blue Badge.</p>	<p>Once the enabling work is complete and the policy has been enacted, Blue Badge holders who are guests of premises within the inner Hotel permit zone (comprising central; 01 and 06 zones) will be able to park on street with a valid Hotel permit AND where they display their Blue Badge. These changes will be communicated on the council's website and to all Blue Badge holders in Bath & North East Somerset.</p> <p>The city centre is covered by extensive CCTV that is monitored 24 hours a day. The Council will review its membership of the Park Mark © Safer Parking Scheme, a Police Crime Prevention Initiative (Police-CPI) and is aimed at reducing both crime and the fear of crime in parking facilities. This standard is awarded to parking facilities that have met the requirements of a risk assessment conducted by the police and was previously held by all Council operated car parks until it withdrew from the scheme</p>
3.5	<p>Age – identify the impact/potential impact of the policy on different age groups</p>		<p>No impact. Staff operating a business will be able to activate a customer's parking by either using the permit account or contacting MiPermit 7 days a week by telephone.</p>
3.6	<p>Race – identify the impact/potential impact on across different ethnic groups</p>		<p>No impact based on race – all who qualify regardless of race are issued a permit</p>
3.7	<p>Sexual orientation - identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual people</p>		<p>No impact based on sexual orientation – all who qualify regardless of sexual orientation are issued a permit</p>

3.8	Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?		No impact
3.9	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/no religion – all who qualify regardless of religion/beliefs/no religion are issued a permit
3.10	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 (this is not a legal requirement, but is a local priority).		No Impact
3.11	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 permit.

There is no requirement within the public sector duty of the Equality Act to consider groups who may be disadvantaged due to socio economic status, or because of living in a rural area. However, these are significant issues within B&NES and have therefore been included here.

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/analysis. 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
EIA to be reviewed annually or if significant changes happen within the service provision.	To review the EIA		Team Manager - Parking	1st June 2022
Issues raised by consultees through statutory consultation	Staff to review feedback and identify equalities issues and actions required as necessary.	Completion of review of feedback	Project lead	Within one month after consultation ends COMPLETE

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: C Major

Date: 25/06/2021

(Divisional Director or nominated senior officer)

Equality Impact Assessment / Equality Analysis

Title of service or policy	Medical Parking Permit
Name of directorate and service	Place - Environmental Services - Parking Services
Name and role of officers completing the EIA	Andrew Dunn, Team Manager - Parking
Date of assessment	24 June 2021

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 main aim is to identify any discriminatory or negative consequences for a particular group or sector of the community, and also to identify areas where equality can be better promoted. Equality impact Assessments (EIAs) can be carried out in relation to services provided to customers and residents as well as employment policies/strategies that relate to staffing matters.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis. **Not all sections will be relevant – so leave blank any that are not applicable.** It is intended that this is used as a working document throughout the process, and a final version will be published on the Council's website.

1. Identify the aims of the policy or service and how it is implemented.		
	Key questions	Answers / Notes
1.1	<p>Briefly describe purpose of the service/policy e.g.</p> <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 	<p>The service will provide Medical/Healthcare and Care professionals access to parking facilities to carryout home visits with parking authorisation via the MiPermit digital parking permit system, replacing existing paper permits.</p> <p>The service works by allowing authorised users to park in locations throughout the geographical area of Bath & North East Somerset Council where parking restrictions apply.</p> <p>The scheme will be introduced to:</p> <ul style="list-style-type: none"> ● help ensure that those who meet the criteria for a medical permit can parking in specific parking locations within proximity of those requiring their service. ● efficiency- online application process to set up a 'Medical permit', reducing administration and delay and increase flexibility to manage account online 24hrs a day, including self serve renewals ● prevent the need to display a paper permit giving increased privacy and security for those working in this sector, and the patients they visit. ● elimination of the waste created through the use of paper permits and the need to issue by post
1.2	<p>Provide brief details of the scope of the policy 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 system provides improvements to customer service and reduces public sector costs by encouraging customers to self-serve and reduce the number of copied permits, whilst also helping to reduce fraud and system abuse.</p> <p>The system supports freedom and fairness and was targeted at addressing the parking needs of those people who live and work in Bath & North East Somerset Councils geographical area.</p> <p>It is not a national requirement and there is room for review.</p>

1.3	Do the aims of this policy link to or conflict with any other policies of the Council?	This Policy is in line with Transport Polices and the Parking Strategy. It is consistent with (although is not designed to promote)the objectives of the Climate Emergency and Clean Air Plan.
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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, sex, 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 equalities training have staff received to enable them to understand the needs of our diverse community?	All staff within Parking Services have completed Equalities training during their induction 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 and this also received regular refresh using the corporate programme.
2.2	What is the equalities profile of service users?	Service users are all business and their employees who deliver residential care and treatment to their patients in their own homes.
2.4	Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?	Parking Services also uses the Voicebox survey to measure customer satisfaction. The results of the Voicebox 28 survey (2019) record 76% of

		respondents rating the provision and operation of parking permits as acceptable to good.
2.5	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	<p>The “Balancing your Needs” parking strategy was consulted on in 2017 and adopted in 2018. The parking strategy set out the key policy direction and objectives for the service until 2028.</p> <p>A consultation with Medical Permit users and their administrators in 2017- 60% of respondents felt there were some or good potential benefits. 72% of respondents said they felt a time limit would or may help ensure permits are only used for home visits 80% of respondents advised the majority of visits made to a patient/resident’s home takes no more than 2 hours. 64% of respondents indicated the proposed increase in cost (from £60 to £100 – in line with a first residents permit) would influence their future purchase of permits.</p> <p>Parking Services undertook a first stage public consultation in April/May 2021 to seek views from all stakeholders on the proposals described in section 1.1 above. 1,086 responses were received with 71% of respondents being either very satisfied to neutral.</p>
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?	<p>The Parking Strategy sets out objectives and actions which include a review of the available permit types and remove those that do not comply with the objectives and policies of the strategy. This will include further engagement and consultation with the relevant groups as appropriate.</p>
<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"> Meets any particular needs of equalities groups or could help promote equality in some way. 	

	<ul style="list-style-type: none"> ● 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	Sex – identify the impact/potential impact of the policy on women and men.		No impact based on gender – all who qualify regardless of gender are issued a permit
3.2	Pregnancy and maternity		No Impact -all who qualify are issued a permit
3.3	Gender reassignment – identify the impact/potential impact of the policy on transgender people		No impact based on transgender – all who qualify regardless of gender reassignment are issued a permit
3.4	Disability - identify the impact/potential impact of the policy on disabled people (ensure consideration both physical, sensory and mental impairments and mental health)	Customers who have difficulty accessing/using online/App based services may contact MiPermit by telephone for assistance 7 days a week.	The on street element of the permit management scheme does not impact on people with disabilities as they are currently entitled to park in all on street pay and display bays within the geographical area of Bath & north East Somerset Council without displaying a pay and display ticket provided a valid blue badge is clearly displayed. Customers which do not qualify for a Blue badge but who may have difficulty accessing/using online/App based services may contact MiPermit for assistance 7 days a week by telephone.
3.5	Age – identify the impact/potential impact of the policy on different age groups		Customers who have difficulty accessing/using online/App based services may contact MiPermit by telephone for assistance 7 days a week.
3.6	Race – identify the impact/potential impact on across different ethnic groups	People who have English as an additional Language may be over-represented in caring professions - There will be a strapline on the document relating to medical permits,	No impact based on race – all who qualify regardless of race are issued a permit

		allowing people to request a copy in a different language.	
3.7	Sexual orientation - identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual people		No impact based on sexual orientation – all who qualify regardless of sexual orientation are issued a permit
3.8	Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?		No Impact
3.9	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/no religion – all who qualify regardless of religion/beliefs/no religion are issued a permit
3.10	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 (this is not a legal requirement, but is a local priority).		No Impact
3.11	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 permit.

There is no requirement within the public sector duty of the Equality Act to consider groups who may be disadvantaged due to socio economic status, or because of living in a rural area. However, these are significant issues within B&NES and have therefore been included here.

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/analysis. 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
EIA to be reviewed annually or if significant changes happen within the service provision.	To review the EIA		Team Manager – Parking	1 st June 2022
Issues raised by consultees through engagement or consultation exercise	Staff to review feedback and identify equalities issues and actions required as necessary.	Completion of review of feedback	Project lead	One month after engagement ends COMPLETE

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:
Date: 25/06/2021

C Major

(Divisional Director or nominated senior officer)

Equality Impact Assessment / Equality Analysis

Title of service or policy	on street parking charges
Name of directorate and service	Place - Environmental Services - Parking Services
Name and role of officers completing the EIA	Andrew Dunn, Team Manager - Parking
Date of assessment	24/06/2021

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 main aim is to identify any discriminatory or negative consequences for a particular group or sector of the community, and also to identify areas where equality can be better promoted. Equality impact Assessments (EIAs) can be carried out in relation to services provided to customers and residents as well as employment policies/strategies that relate to staffing matters.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis. **Not all sections will be relevant – so leave blank any that are not applicable.** It is intended that this is used as a working document throughout the process, and a final version will be published on the Council's website.

1. Identify the aims of the policy or service and how it is implemented.		
	Key questions	Answers / Notes
1.1	<p>Briefly describe purpose of the service/policy e.g.</p> <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 	<p>A review of on street parking charges has been undertaken with proposals to implement increases at least in line with inflation to be applied for the next three years. The purpose of the increases is to ensure that as a minimum the charges remain relative in terms with inflation and continue to meet Parking Strategy and Transport Strategy objectives.</p> <p>Increased charges to be accompanied by the removal of the service charge for digital transactions purchased through MiPermit, encouraging the channel shift of customers to digital services.</p> <p>Proposals also look to extend on street charges to included Sundays, which is currently free. This aligns the on street charges to those of car parks now that the Park & Ride service operates 7 days a week, and will ensure an increased availability of spaces for local residents and short stays, complementing other schemes to reutilise road space such as low traffic and liveable neighbourhoods.</p> <p>Trade permits allow small businesses, including landlords, to park in any permit holders bay or pay and display bay on street (also valid in car parks) and pay for parking. Within time limited areas, holders can activate and pay for parking stays that are longer than the maximum stay period at any location. Trade stays are to be increased in line with on street charges.</p>
1.2	<p>Provide brief details of the scope of the policy 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>There is no national requirement and as such there is room for review. However, although not the purpose of these proposals, it is noted that by implementing these changes it should assist in the Introduction of a Clean Air Zone and help in addressing the climate emergency by encouraging the use of sustainable transport and active travel.</p>

1.3	Do the aims of this policy link to or conflict with any other policies of the Council?	This Policy is in line with Transport Polices and the Parking Strategy. It is consistent with (although is not designed to promote) the objectives of the Climate Emergency and Clean Air Plan
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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, sex, 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 equalities training have staff received to enable them to understand the needs of our diverse community?	All staff within Parking Services have completed Equalities training during their induction 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 and this also received regular refresh using the corporate programme.
2.2	What is the equalities profile of service users?	Anyone who requires parking within the geographical area of Bath and North East Somerset can potentially purchase parking, therefore the service users are likely to be representative of the national population. http://www.bathnes.gov.uk/services/your-council-and-democracy/equality-and-diversity/equality-mapping

2.4	Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?	Parking Services also uses the Voicebox survey to measure customer satisfaction. The results of the Voicebox 28 survey (2019) record 57% of respondents rating the provision and operation of on street parking areas as acceptable to good.
2.5	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	<p>The “Balancing your Needs” parking strategy was consulted on in 2017 and adopted in 2018. The parking strategy set out the key policy direction and objectives for the service until 2028.</p> <p>No specific consultation has been undertaken as part of this EIA as it is a review of existing services.</p> <p>Parking Services undertook a first stage public consultation in April/May 2021 to seek views from all stakeholders on the proposals relating to Trade permits. 1,086 responses were received with 71% of respondents being either very satisfied to neutral.</p> <p>No specific consultation has been undertaken as part of this EIA as it is a review of existing services.</p>
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?	Charges are to be set within the Council’s Traffic Regulation Orders, which require a Statutory Notification period. Persons are welcome to lodge objections if they feel there is an equalities issue to be addressed and the Council is mandated to consider such objections.

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 could help promote equality in some way. ● Could have a negative or adverse impact for any of the equalities groups 	
	<p>Examples of what the service has done to promote equality</p>	<p>Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this</p>

3.1	Sex – identify the impact/potential impact of the policy on women and men.		No impact
3.2	Pregnancy and maternity		No Impact
3.3	Gender reassignment – identify the impact/potential impact of the policy on transgender people		No impact
3.4	Disability - identify the impact/potential impact of the policy on disabled people (ensure consideration both physical, sensory and mental impairments and mental health)		The on street element of scheme does not impact on people with disabilities as they are currently entitled to park in all on street pay and display bays within the geographical area of Bath & north East Somerset Council for free provided a valid blue badge is clearly displayed. A Blue badge also allows up to 3 hours of parking when parking on yellow lines where no loading restrictions are in place. It should be noted that there are other changes taking place related to Covid-19 social distancing, which restrict motor vehicle access to some roads within the city during the hours 10.00 to 18.00/2200. Additional work has been undertaken to consider some of the issues experienced by Blue Badge holders as a result of these road closures and to review the provision and location of Blue Badge bays and single yellow line parking options.
3.5	Age – identify the impact/potential impact of the policy on different age groups		No Impact
3.6	Race – identify the impact/potential impact on across different ethnic groups		No impact

3.7	Sexual orientation - identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual people		No impact
3.8	Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?		No impact
3.9	Religion/belief – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.		Those using on street parking to worship on Sundays will have to pay for parking. Parking is not currently provided for free to those whose religious holy days are on days other than a Sunday. .
3.10	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 (this is not a legal requirement, but is a local priority).		Whilst there is no intended impact based on socio-economically disadvantage- all who qualify can purchase parking, increased charges could have an impact on those who are economically disadvantaged. However, the costs of parking stays equate only to a small percentage of the annual costs of running a motor vehicle and therefore the impact is small and other more sustainable options including active travel are also available.
3.11	Rural communities* – identify the impact / potential impact on people living in rural communities		Whilst there is no intended impact for those living in rural communities, they may now need to pay for parking charges is using on street parking when visiting Bath. However, the costs of parking stays equate only to a small percentage of the annual costs of running a motor vehicle and therefore the impact is small and

			other more sustainable options including the Park and Ride are available 7 days a week
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There is no requirement within the public sector duty of the Equality Act to consider groups who may be disadvantaged due to socio economic status, or because of living in a rural area. However, these are significant issues within B&NES and have therefore been included here.

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/analysis. 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
EIA to be reviewed annually or if significant changes happen within the service provision.	To review the EIA		Team Manager - Parking	1 st June 2022
Issues raised by consultees through engagement or consultation exercise	Staff to review feedback and identify equalities issues and actions required as necessary.	Completion of review of feedback	Project lead	One month after engagement ends COMPLETE

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: C Major
Date: 25/06/2021

(Divisional Director or nominated senior officer)

Equality Impact Assessment / Equality Analysis

Title of service or policy	Prioritise walking, cycling, micro mobility and public transport over car use by residents
Name of directorate and service	Place-Environmental Services-Parking Services
Name and role of officers completing the EIA	Andrew Dunn- Parking Team Manager
Date of assessment	24/06/2021

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 main aim is to identify any discriminatory or negative consequences for a particular group or sector of the community, and also to identify areas where equality can be better promoted. Equality impact Assessments (EIAs) can be carried out in relation to services provided to customers and residents as well as employment policies/strategies that relate to staffing matters.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis. **Not all sections will be relevant – so leave blank any that are not applicable.** It is intended that this is used as a working document throughout the process, and a final version will be published on the Council's website.

1. Identify the aims of the policy or service and how it is implemented.		
	Key questions	Answers / Notes
1.1	<p>Briefly describe purpose of the service/policy e.g.</p> <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 	<p>Currently residents can receive a discount of 10% off their daily paid for parking when using MiPermit in Bath, this is a disincentive to use more sustainable transport and active travel modes such as walking and cycling.</p> <p>Removing this discount ends the disincentive.</p>
1.2	<p>Provide brief details of the scope of the policy 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>This is a review of a current service and is not a national requirement therefore there is room for review.</p>
1.3	<p>Do the aims of this policy link to or conflict with any other policies of the Council?</p>	<p>Policy is in line with Transport Policies and the Parking Strategy. It is consistent with (although is not designed to promote) the objectives of the Climate Emergency and Clean Air Plan. It helps to promote more active lifestyles through active travel and to secure the safer movement of pedestrian traffic on the highway by reducing the public health risks posed to them by air pollution</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, sex, 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 equalities training have staff received to enable them to understand the needs of our diverse community?	All staff within Parking Services have completed Equalities training during their induction 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 and this also received regular refresh using the corporate programme.
2.2	What is the equalities profile of service users?	Service users are all residents of Bath and North East Somerset that drive into Bath city centre therefore reflects the equalities profile of the general population.
2.4	Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?	Parking Services also uses the Voicebox survey to measure customer satisfaction. The results of the Voicebox 28 survey (2019) record 57% of respondents rating the provision and operation of on street parking areas, and 66% rating the car park provision, as acceptable to good.
2.5	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	The “Balancing your Needs” parking strategy was consulted on in 2017 and adopted in 2018. The parking strategy set out the key policy direction and objectives for the service until 2028. No specific consultation has been undertaken as part of this EIA as it is a review of existing services.

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?	Charges are to be set within the Council's Traffic Regulation Orders, which require a Statutory Notification period. Persons are welcome to lodge objections if they feel there is an equalities issue to be addressed and the Council is mandated to consider such objections.
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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 could help promote equality in some way. ● Could have a negative or adverse impact for any of the equalities groups
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		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	Sex – identify the impact/potential impact of the policy on women and men.		No Impact
3.2	Pregnancy and maternity		No Impact
3.3	Gender reassignment – identify the impact/potential impact of the policy on transgender people		No Impact
3.4	Disability - identify the impact/potential impact of the policy on disabled people (ensure consideration both physical, sensory and mental impairments and mental health)	Disabled residents who are Blue Badge Holders can park for free with no time limit in the following areas: <ul style="list-style-type: none"> ● On street parking in Pay and Display zones where time is restricted for non-Blue Badge holders 	The removal of the 10% reduction will mean that parking charges will increase slightly for all groups, including disabled residents who are not Blue Badge Holders (with the free parking options in the left hand column). However, the 10% saving against the cost of parking was reduced by the 10p service charge for digital transactions which is proposed to be absorbed.

		<ul style="list-style-type: none"> • Advisory disabled persons parking bays • Charlotte Street car park - disabled persons bays located within the Charlotte Street entrance area only • Bath Park and Ride car parks <p>Disabled residents who are Blue Badge Holders can park for free but time limited in the following:</p> <ul style="list-style-type: none"> • Single and double yellow lines where no loading ban applies (maximum stay of 3 hours) 	
3.5	Age – identify the impact/potential impact of the policy on different age groups		No Impact
3.6	Race – identify the impact/potential impact on across different ethnic groups		No Impact
3.7	Sexual orientation - identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual people		No Impact
3.8	Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?		No Impact
3.9	Religion/belief – identify the impact/potential impact of the policy on people of different		No Impact

	religious/faith groups and also upon those with no religion.		
3.10	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 (this is not a legal requirement, but is a local priority).		Whilst there is no intended impact based on socio-economically disadvantage- all who qualify can purchase ad hoc parking tickets, the removal of the 10% discount could have an impact on those who are economically disadvantaged. However, the increased costs of ad hoc parking stays equate only to a small percentage of the annual costs of running a motor vehicle and therefore the impact is small. The saving against the daily cost of parking is much less than can be achieved from alternative travel choices such as park and ride or active travel. The saving for short stays is currently offset by the 10p service charge for digital transactions.
3.11	Rural communities* – identify the impact / potential impact on people living in rural communities		No Impact

There is no requirement within the public sector duty of the Equality Act to consider groups who may be disadvantaged due to socio economic status, or because of living in a rural area. However, these are significant issues within B&NES and have therefore been included here.

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/analysis. 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
EIA to be reviewed annually or if significant changes happen within the service provision.	To review the EIA.		Team Manager – Parking	1 st June 2022
Ongoing monitoring	Staff will regularly review issues raised by members of the public to identify if there are any unintended negative impacts for particular groups			

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:
Date: 25/06/2021

C Major

(Divisional Director or nominated senior officer)

