

# Equality Impact Assessment / Analysis (EqIA)


**Increase in on-street parking and permit charges  
V2 – 31/10/19**



*Working for  
Warwickshire*



Equality Impact Assessment/ Analysis (EqIA)

Group	Traffic and Road Safety
Business Units/Service Area	Communities
Plan/Strategy/Policy/Service being assessed	Changes to on-street parking and permit charges
Is this a new or existing policy/service?	Existing
If existing policy/service, please state date of last assessment	August 2016
EqIA Review team – List of members	Philippa Young Paul Taylor
Date of the original assessment	25/1/19
Signature of completing officer (to be signed after the EqIA has been completed)	
Are any of the outcomes from this assessment likely to result in complaints from existing services users and/ or members of the public? If yes, please flag this with your Head of Service and the Customer Relations Team as soon as possible.	YES
Name and signature of Head of Service (to be signed after the EqIA has been completed)	
Signature of GLT Equalities Champion (to be signed after the EqIA is completed and signed by the completing officer)	

A copy of this form including relevant data and information to be forwarded to the Group Equalities Champion and the Corporate Equalities & Diversity Team.



*Working for Warwickshire*

## Form A1

### INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION, PROMOTE EQUALITY AND FOSTER GOOD RELATIONS



High relevance/priority



Medium relevance/priority



Low or no relevance/ priority

**Note:**

1. Tick coloured boxes appropriately, and depending on degree of relevance to each of the equality strands
2. Summaries of the legislation/guidance should be used to assist this screening process

Business Unit/Services:	Relevance/Risk to Equalities																																
State the Function/Policy /Service/Strategy being assessed:	Gender			Race			Disability			Sexual Orientation			Religion/Belief			Age			Gender Reassignment			Pregnancy/ Maternity			Marriage/ Civil Partnership (only for staff)								
Increase in on-street parking and permit charges			✓			✓			✓			✓			✓			✓			✓			✓			✓			✓			✓
Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged communities? <b>If yes, please explain how.</b>																										<b>YES</b>							
It is anticipated that the proposal is likely to impact negatively on some of our most disadvantaged communities due to the rise in cost and that this may impact negatively on child poverty in these areas. This will be considered as part of our research and consultation and deprivation as a whole will be taken into account as we prepare a way forward																																	

<p>Are your proposals likely to impact on a <b>carer</b> who looks after older people or people with disabilities? <b>If yes, please explain how.</b></p> <p>Carers will remain unaffected by the proposed price rises as they currently do not pay for permits nor would they under the existing proposals.</p>	<p><b>NO</b></p>

## Form A2 – Details of Plan/ Strategy/ Service/ Policy

<b><u>Stage 1 – Scoping and Defining</u></b>	
(1) What are the aims and objectives of Plan/Strategy/Service/Policy?	Increase in on-street pay and display charges and an increase in on-street parking permit charges.
(2) How does it fit with Warwickshire County Council's wider objectives?	The scheme is in alignment with Warwickshire's Parking Policies and fits in with the objectives of road network management in Warwickshire's LTP3.
(3) What are the expected outcomes?	The proposal will harmonise on-street pay and display charges throughout the county and encourage off-street parking. In addition, the increased in permit charges will help to tackle congestion and manage kerbside usage on Warwickshire's road network.
(4) Which of the groups with protected characteristics is this intended to benefit? (see form A1 for list of protected groups)	The proposal is intended to benefit all groups with protected characteristics by freeing up kerbside space and thereby allowing residents, visitors, carers and doctors better chance to park at or close to their destinations. It is anticipated that the proposal may negatively impact certain groups of people. Actions to address this will be outlined in stage 4.  The increase in on-street pay and display charges and an increase in on-street parking permit charges will be applied to all individuals equally.
<b><u>Stage 2 - Information Gathering</u></b>	
(1) What type and range of evidence or information have you used to help you make a judgement about the plan/strategy/service/ policy?	Benchmarking report into permit pricing has been undertaken. Previous work on pay and display charging has also been carried out.

<p>(2) Have you consulted on the plan/strategy/service/policy and if so with whom?</p>	<p>A report has been prepared for cabinet. To ensure people living or working in Warwickshire feel that their voices are heard and they have influence in decision making, public consultation will run from 22 July to 22 September 2019. Over 17,000 permit eligible residents were contacted, together with guesthouse proprietors, business representatives and local authorities. In addition, an online survey tool was provided for feedback and those without internet were able to respond via paper questionnaires. Alternative language needs were also provided.</p>		
<p>(3) Which of the groups with protected characteristics have you consulted with?</p>	<p>As part of the public consultation, the diversity data of respondents will be collected to ensure we've reached and heard from all groups / communities.</p>		
<p><b><u>Stage 3 – Analysis of impact</u></b></p>			
<p>(1) From your data and consultations is there any adverse or negative impact identified for any particular group which could amount to discrimination?</p> <p>If yes, identify the groups and how they are affected.</p>	<p style="text-align: center;"><b>RACE</b></p> <p>A range of different communities will live in rural areas and may be on low incomes. People in rural areas might have less access to public transport and therefore are more likely to have to use a vehicle to access town centre facilities, therefore are more dependent on council car parks.</p>	<p style="text-align: center;"><b>DISABILITY</b></p> <p>Disabled badge holders are currently allowed to park free of charge for up to three hours in certain restricted areas and this scheme will have no impact on this.</p> <p><b>Action:</b> Review provision of marked disabled bays in line with national guidance for Blue Badge holders. This is intended for the forthcoming town centre parking reviews.</p>	<p style="text-align: center;"><b>GENDER</b></p> <p>No impact identified. To be monitored and reviewed as part of the public consultation.</p>

	<p><b>MARRIAGE/CIVIL PARTNERSHIP</b></p> <p>No impact identified. To be monitored and reviewed as part of the public consultation.</p>	<p><b>AGE</b></p> <p>No impact identified. To be monitored and reviewed as part of the public consultation.</p>	<p><b>GENDER REASSIGNMENT</b></p> <p>No impact identified. To be monitored and reviewed as part of the public consultation.</p>
	<p><b>RELIGION/BELIEF</b></p> <p>No impact identified. To be monitored and reviewed as part of the public consultation.</p>	<p><b>PREGNANCY MATERNITY</b></p> <p>No impact identified. To be monitored and reviewed as part of the public consultation.</p>	<p><b>SEXUAL ORIENTATION</b></p> <p>No impact identified. To be monitored and reviewed as part of the public consultation.</p>
<p>(2) If there is an adverse impact, can this be justified?</p>	<p>Where it has been identified that there may be an adverse impact on a particular group, we will act to mitigate / remove the negative impact as much that is reasonable. These actions can be seen at stage 4.</p> <p>Rurality issues and how far the council can mitigate the issues in respect of parking charges and tariffs were considered. The adverse impacts were considered justified.</p>		
<p>(3) What actions are going to be taken to reduce or eliminate negative or adverse impact? (this should form part of your action plan under Stage 4.)</p>	<p>Please see actions at stage 4.</p>		



(4) How does the plan/strategy/service/policy contribute to promotion of equality? If not, what can be done?

The scheme will apply equally to all motorists and road users.  
The scheme will not affect the rights of disabled badge holders.

(5) How does the plan/strategy/service/policy promote good relations between groups? If not, what can be done?

N/A

(6) Are there any obvious barriers to accessing the service? If yes, how can they be overcome?

Potential negative impacts on particular groups have been identified as part of stage 3, question 2. Actions to address these impacts can be found at stage 4.

**Stage 4 – Action Planning, Review & Monitoring**

If No Further Action is required then go to –  
Review & Monitoring

(1) Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.

### EqIA Action Plan

Action	Lead Officer	Date for completion	Resource requirements	Comments
Review public consultation to identify any potential concerns and additional barriers for particular groups of people.	Jon Rollinson	Ongoing	None beyond usual role commitments	
Review provision of marked disabled bays in line with national guidance for Blue Badge holders.	Jon Rollinson	Ongoing, as part of town centre parking reviews	Likely externally commissioned	To be formally agreed

(2) Review and Monitoring  
State how and when you will monitor policy and Action Plan

Customer feedback is a regular feature of civil parking enforcement. We have robust systems in place to keep track of complaints, comments and enquiries. While we do not intend to carry out any specific directed monitoring of the proposed changes, feedback from all customers is monitored for any potential improvements to service, or instances of discrimination towards any of the protected groups.