

## Equality Impact Assessment / Equality Analysis

<b>Title of service or policy</b>	Off street parking charges review 2022
<b>Name of directorate and service</b>	Place Management - Parking Services
<b>Name and role of officers completing the EIA</b>	Andrew Dunn, Team Manager - Parking
<b>Date of assessment</b>	25/07/2022 Reviewed: 13/10/2022

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"> <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>A review of off-street parking charges in council operated car parks has been undertaken with proposals to implement increases at least in line with inflation and to correct historical anomalies that incentivise car use amongst commuters in the centre of our towns and cities. 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, currently purchased through MiPermit, encouraging the channel shift of customers to digital services.</p> <p>Some new locations for charges are proposed where management of the parking at this location will increase turnover and improve the use/value of the amenity available within the locality, to the benefit of visitors and residents.</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"> <li>● Is it a new service/policy or review of an existing one?</li> <li>● Is it a national requirement?).</li> </ul>	<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 help in addressing the climate emergency by encouraging the use of sustainable transport and active travel. This also therefore compliments the ‘Journey to Net Zero’ plan, reducing the environmental impact of transport and which was adopted by the Council in May 2022.</p>

	<ul style="list-style-type: none"> <li>How much room for review is there?</li> </ul>	Private car parks are not affected by these proposals.
1.3	Do the aims of this policy link to or conflict with any other policies of the Council?	<p>This policy meets the Council's core policies of tackling the climate and ecological emergencies.</p> <p>It is also in line with Transport Policies, the Parking Strategy, and is consistent with the objectives of the Clean Air Zone, the prioritisation of active travel and the 'Journey to Net Zero' plan.</p> <p>Redevelopment within the historic core has also seen changes to the availability of parking and the promotion of parking out of the city centre by prioritising sustainable transport such as the park and ride service, ensures that the city, as a popular visitor destination and double UNESCO world Heritage site remains accessible.</p>
<b>2. Consideration of available data, research and information</b>		
<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"> <li><b>Demographic</b> data and other statistics, including census findings</li> <li>Recent <b>research</b> findings (local and national)</li> <li>Results from <b>consultation or engagement</b> you have undertaken</li> <li>Service user <b>monitoring data</b> (including ethnicity, sex, disability, religion/belief, sexual orientation and age)</li> <li>Information from <b>relevant groups</b> or agencies, for example trade unions and voluntary/community organisations</li> <li>Analysis of records of enquiries about your service, or <b>complaints</b> or <b>compliments</b> about them</li> <li>Recommendations of <b>external inspections</b> or audit reports</li> </ul>		
	<b>Key questions</b>	<b>Data, research and information that you can refer to</b>
2.1	What equalities training have staff received to enable them to understand the needs of our	All staff within Parking Services have completed Equalities training during their induction to ensure compliance with corporate standards. A structured training

	diverse community?	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 that travel by private vehicle. <a href="http://www.bathnes.gov.uk/services/your-council-and-democracy/equality-and-diversity/equality-mapping">http://www.bathnes.gov.uk/services/your-council-and-democracy/equality-and-diversity/equality-mapping</a>
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 (2019/20) record 67% of respondents rating the provision and operation of off 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?	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; however, the proposals will be advertised to the public as part of the statutory consultation process for Traffic Regulation Orders (TROs) in line with the Road Traffic Regulation Act 1984
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. All members of the public can provide feedback on the proposals, indicating whether they support; partially support; or object to them. This includes feedback if they feel there is an outstanding equalities issue to be addressed and the Council is mandated to consider such objections.

### 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"> <li>• Meets any particular needs of equalities groups or could help promote equality in some way.</li> <li>• Could have a negative or adverse impact for any of the equalities groups</li> </ul>		
		<b>Examples of what the service has done to promote equality</b>	<b>Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this</b>
<b>3.1</b>	<b>Sex</b> – identify the impact/potential impact of the policy on women and men.		No impact
<b>3.2</b>	<b>Pregnancy and maternity</b>	Any improvements in air quality that result from a reduction in vehicles entering central areas will be of benefit to those that are vulnerable to poor air quality.	No Impact
<b>3.3</b>	<b>Gender reassignment</b> – identify the impact/potential impact of the policy on transgender people		No impact
<b>3.4</b>	<b>Disability</b> - identify the impact/potential impact of the policy on disabled people (ensure consideration both physical, sensory and mental impairments and mental health)	<p>Any improvements in air quality that result from a reduction in vehicles entering central areas will be of benefit to those that are vulnerable to poor air quality.</p> <p>Dedicated parking for Blue Badge holders is available adjacent to the bus stop at all three park and ride sites and enforcement is undertaken to prevent abuse by those who are not Blue Badge holders.</p>	<p>Whilst these proposals may impact on a Blue Badge holder wishing to use an off street parking place included within these proposals through an increased parking charge, all on street pay and display bays and resident permit holder bays within the geographical area of Bath &amp; north East Somerset Council are free to use provided a valid blue badge is clearly displayed.</p> <p>A Blue badge also allows up to 3 hours of parking when parking on yellow lines where no loading restrictions are in place.</p> <p>It should be noted that there are other changes taking place related within Bath city centre for security purposes 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</p>

			ensure alternative locations where a Blue Badge can be used for free on street parking are available.
3.5	<b>Age</b> – identify the impact/potential impact of the policy on different age groups	All concessionary pass holders can use the Park & Ride service free of charge upon use of their pass after 09.00 and are therefore not affected by any rise in car parking charges.	<p>There may be an adverse impact on some users where only cashless payment options are available, for example at the park and ride sites, and payment cannot be accepted by cash. Recent data published by Ofcom in 2022 shows that 97% of the UK population have access to a mobile phone, with this dropping to 90% for a smartphone. Ofcom data identifies that for those aged 65 and over the percentages fall 90% and 68% respectively.</p> <p>In addition to the smartphone app, MiPermit may be used on any mobile phone using the text service or via telephone to the MiPermit Customer Service team (Monday to Friday 8am – 6pm, Saturday 8am – 4pm and Sunday from 10am – 4pm). Customers may also create a stay in advance from a landline (via the Customer Service team) or via a home PC. Whilst this does not reserve a parking space, the park and ride sites typically operate below capacity ensuring a space will be available when they arrive, the only exception to this is during the extreme peak periods such as the Christmas Market when demand exceeds capacity.</p>

3.6	<b>Race</b> – identify the impact/potential impact on across different ethnic groups		No impact
3.7	<b>Sexual orientation</b> - identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual people		No impact
3.8	<b>Marriage and civil partnership</b> – does the policy/strategy treat married and civil partnered people equally?		No impact
3.9	<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.		No impact
3.10	<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 <b>(this is not a legal requirement, but is a local priority).</b>	The Council provides a Park and Ride service that is of benefit to the socio-economically disadvantaged as the service allows these motorists to travel by private vehicle to the edge of the city and benefit from the use of convenient and sustainable transport directly into the city centre that is typically cheaper than the cost of parking in the city.	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.  The Park and Ride service also provides a range of discounts that include; <ul style="list-style-type: none"> <li>• English National Concessionary Pass holders can travel for free after 09.00 Monday to Friday.</li> <li>• A group of two adults may purchase a discounted fare after 09.30 Monday to Friday.</li> </ul>

			<ul style="list-style-type: none"> <li>• Regular service users can benefit from discounts when purchasing 10 single journeys one transaction (for use anytime).</li> <li>• up to 5 children (under 16) can travel for free with each fare paying adult.</li> </ul>
<b>3.11</b>	<b>Rural communities*</b> – identify the impact / potential impact on people living in rural communities	The Council provides a Park and Ride service is of benefit to those living in rural communities without access to a suitable service that need to visit the centre of Bath. The Park and Ride service allows these motorists to travel by private vehicle to the edge of the city and benefit from the use of convenient and sustainable transport directly into the city centre that is typically cheaper than the cost of parking in the city.	Whilst there is no intended impact for those living in rural communities, 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
<b>3.13</b>	<b>Armed Forces Community</b> ** serving members; reservists; veterans and their families, including the bereaved. Public services will soon be required by law to pay due regard to the Armed Forces Community when developing policy, procedures and making decisions, particularly in the areas of public housing, education and healthcare (to remove disadvantage and consider special provision).		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 <sup>st</sup> August 2023
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](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:** G Peacock  
**Date:** 11/08/2022

(Divisional Director or nominated senior officer)