

Equality Analysis



Please refer to the guidance for carrying out Equality Impact Assessments is available on the intranet [LINK TO BE ADDED]
Text in blue is intended to provide guidance – you can delete this from your final version.

What are the proposals being assessed?	Change the tariff structures by introducing Linear tariffs to all of the On Street Parking Pay and Display machines
Which Department/ Division have the responsibility for this?	Environment & Regeneration, Public Protection

Stage 1: Overview	
Name and job title of lead officer	Paul Walshe Parking Services Manager
1. What are the aims, objectives and desired outcomes of your proposal? (Also explain proposals e.g. reduction/removal of service, deletion of posts, changing criteria etc)	<p>The introduction of Linear tariffs and the reduction of the number of hourly charges from 13 to 4 which will improve our customer’s ability to purchased smaller amounts of time for parking to 20 minutes.</p> <p>There is no reduction in the level of service and it is envisaged that there will be no deletion of posts.</p>
2. How does this contribute to the council’s corporate priorities?	<p>Between July and October 2012 Town Centre Survey were carried of the 5 town centres asking businesses and residents to comment on parking matters and it was agreed that as a result of this survey a recommendation was made to “Simplify pay and display tariffs” for all of parking pay & display machines.</p> <p>The Sustainable Communities Overview and Scrutiny Panel met on the13th February 2013 to discuss the Town Centre Parking Review. The Panel agreed to forward their comments and recommendations to the Cabinet for consideration of the Town Centre Parking Review at their meeting on 11th March 2013. Members supported the recommendations of the Town Centre Parking Review listed below.</p> <p>Simplify pay and display tariffs;</p> <ol style="list-style-type: none"> 1) Introduce cashless payments for Pay & Display parking; 2) Set up a Parking Forum; 3) Install signs directing motorists to town centre car parks and showing available spaces; 4) Offer more free parking; and

	5) Enforce 2 permits per business limit in Zone W2 (Wimbledon).
3. Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc.	Any person who parks their vehicle on street using a Council managed pay and display machine.
4. Is the responsibility shared with another department, authority or organisation? If so, who are the partners and who has overall responsibility?	Not shared.

Stage 2: Collecting evidence/ data

5. What evidence have you considered as part of this assessment?

Provide details of the information you have reviewed to determine the impact your proposal would have on the protected characteristics (equality groups).

The Town Centre Parking review that took place in 2012 and resulted in the following outcomes and subsequent recommendations:

- Simplify pay and display tariffs;
- Introduce cashless payments for Pay & Display parking;
- Set up a Parking Forum;
- Install signs directing motorists to town centre car parks and showing available spaces;
- Offer more free parking; and
- Enforce 2 permits per business limit in Zone W2 (Wimbledon).

This EIA only deals with the first recommendation “Simplify pay and display tariffs” which formed part of 6 recommendations regarding the Town Centre Surveys.

Page 3

Stage 3: Assessing impact and analysis

6. From the evidence you have considered, what areas of concern have you identified regarding the potential negative and positive impact on one or more protected characteristics (equality groups)?

Protected characteristic (equality group)	Tick which applies		Tick which applies		Reason Briefly explain what positive or negative impact has been identified
	Positive impact		Potential negative impact		
	Yes	No	Yes	No	
Age	x			x	Whilst there maybe an effect, I am not aware of the level of effect on this group but it will be positive as these changes enable the user to purchase

					parking time in smaller amounts thus allowing the user to pay less for parking and freeing up parking spaces for the ad hoc users thus benefiting other users and businesses
Disability	x			x	Blue badge holders are allowed to park at pay and display machines for free and with no time restrictions except when loading restrictions apply.
Gender Reassignment	x			x	Whilst there maybe an effect, I am not aware of the level of effect on this group but it will be positive as these changes enable the user to purchase parking time in smaller amounts thus allowing the user to pay less for parking and freeing up parking spaces for the ad hoc users thus benefiting other users and businesses
Marriage and Civil Partnership	x			x	Whilst there maybe an effect, I am not aware of the level of effect on this group but it will be positive as these changes enable the user to purchase parking time in smaller amounts thus allowing the user to pay less for parking and freeing up parking spaces for the ad hoc users thus benefiting other users and businesses
Pregnancy and Maternity	x			x	Whilst there maybe an effect, I am not aware of the level of effect on this group but it will be positive as these changes enable the user to purchase parking time in smaller amounts thus allowing the user to pay less for parking and freeing up parking spaces for the ad hoc users thus benefiting other users and businesses
Race	x			x	Whilst there maybe an effect, I am not aware of the level of effect on this group but it will be positive as these changes enable the user to purchase parking time in smaller amounts thus allowing the user to pay less for parking and freeing up parking spaces for the ad hoc users thus benefiting other users and businesses
Religion/ belief	x			x	Whilst there maybe an effect, I am not aware of the level of effect on this group but it will be positive as these changes enable the user to purchase parking time in smaller amounts thus allowing the user to pay less for parking and freeing up parking spaces for the ad hoc users thus benefiting other users and businesses
Sex (Gender)	x			x	Whilst there maybe an effect, I am not aware of the level of effect on this group but it will be positive as these changes enable the user to purchase parking time in smaller amounts thus allowing the user to pay less for parking and freeing up parking spaces for the ad hoc users thus benefiting other users and businesses
Sexual orientation	x			x	Whilst there maybe an effect, I am not aware of the level of effect on this group but it will be positive as these changes enable the user to purchase parking time in smaller amounts thus allowing the user to pay less for parking and freeing up parking spaces for the ad hoc users thus benefiting other users and businesses

7. If you have identified a negative impact, how do you plan to mitigate it?

If negative impacts are identified through any monitoring then an action plan will try to address this as far as is practicable.

Stage 4: Conclusion of the Equality Analysis

8. Which of the following statements best describe the outcome of the EA (Tick one box only)

Please refer to the guidance for carrying out Equality Impact Assessments is available on the intranet for further information about these outcomes and what they mean for your proposal

- Outcome 1** – The EA has not identified any potential for discrimination or negative impact and all opportunities to promote equality are being addressed. **No changes are required.**
- Outcome 2** – The EA has identified adjustments to remove negative impact or to better promote equality. **Actions you propose to take to do this should be included in the Action Plan.**
- Outcome 3** – The EA has identified some potential for negative impact or some missed opportunities to promote equality and it may not be possible to mitigate this fully. **If you propose to continue with proposals you must include the justification for this in Section 10 below, and include actions you propose to take to remove negative impact or to better promote equality in the Action Plan. You must ensure that your proposed action is in line with the PSED to have 'due regard' and you are advised to seek Legal Advice.**
- Outcome 4** – The EA shows actual or potential unlawful discrimination. **Stop and rethink your proposals.**

Stage 5: Improvement Action Pan

9. Equality Analysis Improvement Action Plan template – Making adjustments for negative impact

This action plan should be completed after the analysis and should outline action(s) to be taken to mitigate the potential negative impact identified (expanding on information provided in Section 7 above).

Negative impact/ gap in information identified in the Equality Analysis	Action required to mitigate	How will you know this is achieved? e.g. performance measure/ target)	By when	Existing or additional resources?	Lead Officer	Action added to divisional/ team plan?

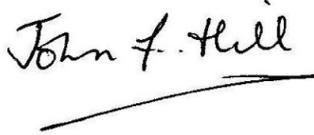
Note that the full impact of the decision may only be known after the proposals have been implemented; therefore it is important the effective monitoring is in place to assess the impact.

Stage 6: Reporting outcomes

10. Summary of the equality analysis

This section can also be used in your decision making reports (CMT/Cabinet/etc) but you must also attach the assessment to the report, or provide a hyperlink

This Equality Analysis has resulted in an Outcome add Assessment
The introduction of Linear Tariffs will positively affect all groups listed and for the reasons stated as the changes being implemented are as a result of the Town Centre Surveys.

Stage 7: Sign off by Director/ Head of Service			
Assessment completed by	Paul Walshe Parking Services Manager	Signature: Paul Walshe	Date: 2 nd March 2015
Improvement action plan signed off by Director/ Head of Service	John Hill , Head of Public Protection	Signature: 	Date:

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