

Equality Impact Assessment First Stage Screening Template

Once completed please submit with your report to your Director and save a copy in:

[S:\Equality Impact Assessments\EIAs to be reviewed](#)

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|---|---|-------------------------------------|--------------------------|--------------------------|-------------------------------------|---|
| Report Title & Ref: | Parking Policy | | | | | |
| Officer completing: | Heather Caldicott | | | | | |
| Purpose of Report (please provide a summary) | The purpose of the report is to present the draft new Parking Policy for approval and release to public consultation. | | | | | |
| Meeting and Date to be approved | 8 March 2021 9 June 2021 15 September 2021 8 December 2021 | | | | | |
| | | | | | Comments | |
| 1. | Is there any differential impact on the public based on the following characteristics: | None | Positive | Negative | Varied | Where there is evidence that some groups are affected differently (positive or negative) provide details |
| | • Age | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| | • Disability | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <p>Varied: The Policy ensures the needs of those with restricted mobility or disability are taken into account and catered for as far as reasonably practicable.</p> <p>Positive: Through the Policy we provide mechanisms for addressing inconsiderate parking, such as pavement parking or parking on dropped kerbs, which restricts accessibility for those with restricted mobility or utilising a wheelchair.</p> <p>Negative: The policy introduces the ability (through the annual fees and charges review) to charge individuals for creating a disabled parking bay and for using disabled bays in car parks. This means blue badge holders wishing to use these services will have to pay for them which is an additional financial burden.</p> <p>However, blue badge holders will still be able to park for free on-street in accordance with the rules outlined in national legislation.</p> |

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| | | Comments | | | | |
| | • Gender reassignment | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| | • Marriage and civil partnership | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| | • Pregnancy and maternity | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <p>Positive: The Policy ensures the needs of those with restricted mobility through pregnancy or maternity are taken into account and catered for as far as reasonably practicable.</p> <p>Positive: Through the Policy we aim to provide mechanisms for addressing inconsiderate parking, such as pavement parking or parking on dropped kerbs, which restricts accessibility for those with pushchairs.</p> |
| | • Race | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| | • Religion or belief | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| | • Sex | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| | • Sexual orientation | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| | • Serving Armed Forces personnel (including Reservists) | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| | • Armed Forces Veterans | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| | • Immediate family members and dependents of Armed Forces personnel | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| 2. | If you have identified potential discrimination, are any exceptions valid, legal and/or justifiable? | N/A | | | | <p>The policy enables new charges to be applied, meaning individuals with a blue badge may have to pay to use an RCC car park. Applicants for an on street disabled parking bay may also be charged a fee to cover the cost of implementing the bay. Charges associated with these elements will be set in the annual fees and charges cabinet report. The implementation of these charges</p> |

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| | | | places the cost of accessing a service on the user rather than the council. Therefore it constitutes the removal of a subsidy rather than a change in service provision. The level of charge will be considered separately in the annual Fees and Charges Cabinet Report. |
| 3. | Is the overall impact of the policy/guidance likely to be negative? | N | |
| 4. | Are there alternatives that achieve the policy/guidance objectives which would reduce/eliminate the impact? | N/A | Don't proceed with charges. Also note the level of charges will be considered and set appropriately in the annual Fees and Charges Cabinet report. |
| 5. | Have you identified a potential discriminatory impact that cannot be avoided? | N | (If Yes complete Full EIA Report) |

To be completed by Director and Equality and Diversity Group

Name of Director: Penny Sharp.....

Date Reviewed 6th December

Comments

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Final Approval by Equality and Diversity Group

Comments

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