

Equality Impact Analysis Form

1. Equality Impact Analysis (EIA) Form

Title of EIA (policy/change it relates to)	Parking Proposals	Date	October 2022
Team/Department	Parking Service / Operations		
<p>Focus of EIA</p> <p>What are the aims of the new initiative? Who implements it? Define the user group impacted? How will they be impacted?</p>	<p>Parking proposals were originally considered as part of the council's budget report in March 2022 and March 2021. The equalities impact assessment reviews the impact of proposals following statutory consultations and proposes modified solutions to reduce any potential impact.</p> <p>The proposals consulted on were:</p> <ul style="list-style-type: none"> - The removal of free parking in car parks - The introduction of evening charging in car parks (up to 8pm) in the three main towns - The introduction of Sunday charging as a weekday tariff in car parks - Introduction of bank holiday charging (Except Christmas Day) <p>The benefits of adopting changes to East Herts parking charges are as follows:</p> <ul style="list-style-type: none"> - User pays for service received. - Recover service cost following charges being frozen for several years. - Reflect changes in parking behaviour, businesses operating on Sundays. - Encourage change in travel behaviour by seeking to reduce private vehicle use. - Increase turnover of vehicles. - Consistent charging structure. 		

	<p>The user group impacted are motorists using East Herts managed car parks, these could be residents, business owners, workers and visitors.</p>
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2021 Census states the population size of East Herts is 150,100

Please note: Prepopulated data for protected categories other than Age and Gender come from 2011 census results¹ on the district, the Age and Gender data comes from Census 2021. If the service has specific demographic data for service users/residents than this should be used instead.

¹<https://www.nomisweb.co.uk/census/2011>

2. Review of information, equality analysis and potential actions

Please fill in when appropriate to the change. If it does not, please put N/A

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff		What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts (actual and potential, positive and negative. Clearly state each)	What can you do? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations 																				
Age (2021 Census data)	<p>Demographic data on motorists is not collected. General East Herts population data has been included in the EIA.</p> <table border="1"> <tr> <td>Under 20</td> <td>23.5%</td> </tr> <tr> <td>20-24</td> <td>4.7%</td> </tr> <tr> <td>25-29</td> <td>5.9%</td> </tr> <tr> <td>30-44</td> <td>19.6%</td> </tr> <tr> <td>45-59</td> <td>22.2%</td> </tr> <tr> <td>60-64</td> <td>5.9%</td> </tr> <tr> <td>65-74</td> <td>9.7%</td> </tr> <tr> <td>75-84</td> <td>5.9%</td> </tr> <tr> <td>85-89</td> <td>1.7%</td> </tr> <tr> <td>90</td> <td>0.9%</td> </tr> </table>	Under 20	23.5%	20-24	4.7%	25-29	5.9%	30-44	19.6%	45-59	22.2%	60-64	5.9%	65-74	9.7%	75-84	5.9%	85-89	1.7%	90	0.9%		The consultation feedback provided no mention of the proposals impacting age.	<p>The council has no specific information regarding people using the car parks. However, Town centre workers may be impacted. There is evidence to suggest younger people are more likely to be employed in the retail sector</p> <p>Young workers three times more likely to be employed in sectors where jobs are most at risk – TUC analysis TUC</p>	<p>In relation to Sunday charging which may impact younger works, the modified proposal seeks to reduce the weekday tariff to a flat rate £1.50 rate reducing the cost to motorists.</p> <p>The service will monitor further potential impact following implementation of proposals.</p>
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			<p>There may be a possible implication on some town centre workers in regard to Sunday charging but the impact is considered low.</p> <p>There may be a disproportionate number of younger people using the car parks during evenings and therefore that group may be impacted in regard to lower incomes.</p> <p>Young people driving to car parks are probably in a better financial position than non-car</p>	

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				drivers due to the costs associated with vehicle ownership. The impact on this group is considered less likely than those who work in retail as visiting businesses is more of a leisure choice than a need.	
Disability	11,663 households in East Herts have one person in household with a long-term health problem or disability.		The consultation feedback provided no mention of the proposals impacting disability.	No anticipated impact	Monitor following implementation of modified proposals.
Gender reassignment	A summary of data has not been identified		The consultation feedback provided no mention of the proposals impacting gender reassignment.	No anticipated impact	No mitigation measures necessary.

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Pregnancy and maternity	A summary of data has not been identified	The consultation feedback identified that parents may find the school drop off and pick up difficult without the free parking in car parks being available.	Affordability as well additional time required to make payment or walk from uncontrolled on street parking areas.	The implementation of the removal of free parking is proposed to be delayed following the cost of living crisis. Monitor use of car parks for school drops offs.																								
Race	<table border="0"> <tr> <td>White</td> <td>95.47%</td> </tr> <tr> <td>English/Welsh/Scottish/Northern Irish/British</td> <td>90.25%</td> </tr> <tr> <td>Irish</td> <td>1.14%</td> </tr> <tr> <td>Gypsy or Irish Traveller</td> <td>0.04%</td> </tr> <tr> <td>Other White</td> <td>4.04%</td> </tr> <tr> <td>Mixed/multiple ethnic groups</td> <td>1.61%</td> </tr> <tr> <td>White and Black Caribbean</td> <td>0.45%</td> </tr> <tr> <td>White and Black African</td> <td>0.15%</td> </tr> <tr> <td>White and Asian</td> <td>0.62%</td> </tr> <tr> <td>Other Mixed</td> <td>0.38%</td> </tr> <tr> <td>Asian/Asian British</td> <td>1.95%</td> </tr> <tr> <td>Indian</td> <td>0.73%</td> </tr> </table>	White	95.47%	English/Welsh/Scottish/Northern Irish/British	90.25%	Irish	1.14%	Gypsy or Irish Traveller	0.04%	Other White	4.04%	Mixed/multiple ethnic groups	1.61%	White and Black Caribbean	0.45%	White and Black African	0.15%	White and Asian	0.62%	Other Mixed	0.38%	Asian/Asian British	1.95%	Indian	0.73%	The consultation feedback provided no mention of the proposals impacting race.	There is evidence to suggest younger people are more likely to be employed in the retail sector as well as those from non-white backgrounds	In relation to Sunday charging which may impact younger works, the modified proposal seeks to reduce the weekday tariff to a flat rate £1.50 rate reducing the cost to motorists. The service will monitor further potential impact
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	<table border="0"> <tr> <td>Pakistani</td> <td>0.15%</td> </tr> <tr> <td>Bangladeshi</td> <td>0.20%</td> </tr> <tr> <td>Chinese</td> <td>0.37%</td> </tr> <tr> <td>Other Asian</td> <td>0.49%</td> </tr> <tr> <td>Black/African/Caribbean/Black British</td> <td>0.71%</td> </tr> <tr> <td>African</td> <td>0.43%</td> </tr> <tr> <td>Caribbean</td> <td>0.22%</td> </tr> <tr> <td>Other Black</td> <td>0.07%</td> </tr> <tr> <td>Other ethnic group</td> <td>0.26%</td> </tr> <tr> <td>Arab</td> <td>0.10%</td> </tr> <tr> <td>Any other ethnic group</td> <td>0.16%</td> </tr> </table>	Pakistani	0.15%	Bangladeshi	0.20%	Chinese	0.37%	Other Asian	0.49%	Black/African/Caribbean/Black British	0.71%	African	0.43%	Caribbean	0.22%	Other Black	0.07%	Other ethnic group	0.26%	Arab	0.10%	Any other ethnic group	0.16%			following implementation of proposals.
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Religion or belief	<table border="0"> <tr> <td>Christian</td> <td>62.75%</td> </tr> <tr> <td>Buddhist</td> <td>0.32%</td> </tr> <tr> <td>Hindu</td> <td>0.45%</td> </tr> <tr> <td>Jewish</td> <td>0.33%</td> </tr> <tr> <td>Muslim</td> <td>0.72%</td> </tr> <tr> <td>Sikh</td> <td>0.12%</td> </tr> <tr> <td>Other religion</td> <td>0.32%</td> </tr> <tr> <td>No religion</td> <td>27.75%</td> </tr> <tr> <td>Religion not stated</td> <td>7.26%</td> </tr> </table>	Christian	62.75%	Buddhist	0.32%	Hindu	0.45%	Jewish	0.33%	Muslim	0.72%	Sikh	0.12%	Other religion	0.32%	No religion	27.75%	Religion not stated	7.26%	The consultation feedback provided feedback from Christian groups in relation to Sunday charging.	Affordability of attending church on Sundays.	In relation to Sunday charging which may impact Christian groups attending church the modified proposal seeks to modify the weekday tariff to a flat rate £1.50 rate reducing the cost to long stay				
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					<p>motorists.</p> <p>Days of worship are different for all faith groups, charging takes place during the weekdays which also fall on days of worship.</p> <p>The service will monitor further potential impact following implementation of proposals.</p>
Sex/Gender (Census 2021)	The district is 51% female and 49% male		The consultation feedback provided no mention of the proposals impacting gender.	No anticipated impact	No mitigation measures necessary.

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Sexual orientation (ONS)	An estimated 3.1% of the UK population aged 16 years and over identified as lesbian, gay or bisexual (LGB) in 2020		The consultation feedback provided no mention of the proposals impacting sexual orientation.	No anticipated impact	No mitigation measures necessary.
Marriage and civil partnership	Single Married Civil partnership Separated Divorced Widowed	30.5% 52.3% 0.2% 2.3% 8.6% 6.2%	The consultation feedback provided no mention of the proposals impacting marriage and civil partnerships.	No anticipated impact	No mitigation measures necessary.

Assessment of overall impacts and any further recommendations

Following feedback there is evidence to suggest that there will be an impact on some protected groups. The modified proposals aim to reduce the impact. These are:

Following review of consultation responses, the proposal seeks to implement these changes which have been modified following feedback. The detail of these proposals are as follows:

Remove free parking periods (except in Grange Paddocks B & C, Bishop's Stortford and Wallfields, Hertford); However, this will be implemented at a later date. The Traffic Regulation Order procedure allows this element of the Order to be implemented within 2 years

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<p>of consultation. In this scenario the implementation would have to be no later than June 2024.</p> <p>Introduce parking charges on Sundays and Bank Holidays (except Christmas Day). Revise the charging from a weekday tariff to a flat rate charge following feedback from residents and businesses. The flat rate is proposed to be £1.50 and subjected to a CPI/2.5% (depending on what is greater) uplift from April 2024. The charges will be deferred for Sawbridgeworth and Buntingford.</p> <p>Amend the current Sunday charges in Link Road & Northgate End car parks, Bishop's Stortford from £1.00 to £1.50.</p> <p>Introduce evening parking charges in car parks in Bishop's Stortford, Hertford and Ware; this will be an extension of the current chargeable hours from Monday to Saturday, 6.30pm to 8.00pm.</p> <p>To introduce an uplift to tariff charges in Ware, Buntingford and Sawbridgeworth which would still be lower than the Hertford and Bishop's Stortford tariffs. Differential charging across towns and car parks already exists. The feedback from objectors suggested increasing overall charges as one of the mitigations to the original proposals in order to retain elements of the existing tariff structure . The proposed uplift is 20%.</p>				

3. List detailed data and/or community feedback which informed your EqIA (If applicable)

Title (of data, research or engagement)	Date	Gaps in data	Actions to fill these gaps: who else do you need to engage with? (add these to the Action Plan below, with a timeframe)
Statutory consultation as part of the Traffic Regulation Order (TRO) process	From 7 th July – 5 th August	Qualitative data was received from 1170 respondents including a number of individuals, organisations and authorities.	The consultation was open to everyone via responses online and post. The option to phone to discuss the proposals was also offered. Future responses could seek demographic data to help inform the EIA.

4. Prioritised Action Plan (If applicable)

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.				
Young workers	Reduce the Sunday charge from weekday tariff to a flat rate, explore town centre worker permits.	Modified proposals to respond to concerns	Occupancy	Jan 2023
Christian Groups	Modify Sunday charge	Modified proposals to respond to concerns	Occupancy	Jan 2023

EqIA sign-off: (for the EQIA to be final an email must be sent from the relevant people agreeing it or this section must be signed)

Lead Equality Impact Assessment officer:	Leadership team	Date:	11 Oct 2022
Directorate Management Team rep or Head of Service:	Jess Khanom-Metaman	Date:	6 Oct 2022
Author of Equality Impact Analysis:	Dominique Kingsbury	Date:	3 Oct 2022