

Equality Impact Analysis Form

1. Equality Impact Analysis (EIA) Form

Title of EIA (policy/change it relates to)	Car Parking Tariffs	Date	Feb 2025
Team/Department	Parking Services – Operations		
Focus of EIA What are the aims of the new initiative? Who implements it? Define the user group impacted? How will they be impacted?	Changes to car parking tariffs from April 2025		

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 ONS mid-year estimates². 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<https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland>

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 can you do? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations 																				
Age	<table border="1"> <tr><td>Under 20</td><td>24.2%</td></tr> <tr><td>20-24</td><td>4.5%</td></tr> <tr><td>25-29</td><td>5.5%</td></tr> <tr><td>30-44</td><td>19.8%</td></tr> <tr><td>45-59</td><td>22.9%</td></tr> <tr><td>60-64</td><td>5.4%</td></tr> <tr><td>65-74</td><td>9.6%</td></tr> <tr><td>75-84</td><td>5.6%</td></tr> <tr><td>85-89</td><td>1.6%</td></tr> <tr><td>90</td><td>0.9%</td></tr> </table>	Under 20	24.2%	20-24	4.5%	25-29	5.5%	30-44	19.8%	45-59	22.9%	60-64	5.4%	65-74	9.6%	75-84	5.6%	85-89	1.6%	90	0.9%	<p>Price Increases Price increases are not considered significant compared to the overall cost of running a vehicle compared to the benefit of being able to park more conveniently closer to services/home.</p>	Ensuring a range of payment methods (where practical) are available will minimise exclusion.
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Disability	11,663 households in East Herts have one person in household with a long-term health problem or disability.	Blue badge holders are not charged for parking in car parks.																					
Gender reassignment	Unknown	No direct impact identified	Monitor for indirect impacts																				
Pregnancy and maternity	Unknown	<p>Price Increases Pregnant women and women with babies younger than 6 months old are more likely to be reliant on cars for travel. They may therefore be negatively impacted by increased charges and maternity pay. However, the increase in charges is relatively low when compared to the overall cost of keeping and using a car.</p>	Monitor for further impacts																				

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 can you do? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations 																																												
Race	<table border="1"> <tbody> <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> <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> </tbody> </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%	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%	<p>Price Increases No direct impact identified however groups with lower average income may struggle with increased charges.</p>	<p>Supporting and lobbying for improved public transport services and infrastructure could support lower income residents.</p>
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	<table border="1"> <tr> <td data-bbox="369 489 857 523">Any other ethnic group</td> <td data-bbox="862 489 1028 523">0.16%</td> </tr> </table>	Any other ethnic group	0.16%																		
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Religion or belief	<table border="1"> <tr> <td data-bbox="369 624 857 657">Christian</td> <td data-bbox="862 624 1028 657">62.75%</td> </tr> <tr> <td data-bbox="369 660 857 694">Buddhist</td> <td data-bbox="862 660 1028 694">0.32%</td> </tr> <tr> <td data-bbox="369 697 857 730">Hindu</td> <td data-bbox="862 697 1028 730">0.45%</td> </tr> <tr> <td data-bbox="369 734 857 767">Jewish</td> <td data-bbox="862 734 1028 767">0.33%</td> </tr> <tr> <td data-bbox="369 770 857 804">Muslim</td> <td data-bbox="862 770 1028 804">0.72%</td> </tr> <tr> <td data-bbox="369 807 857 841">Sikh</td> <td data-bbox="862 807 1028 841">0.12%</td> </tr> <tr> <td data-bbox="369 844 857 877">Other religion</td> <td data-bbox="862 844 1028 877">0.32%</td> </tr> <tr> <td data-bbox="369 880 857 914">No religion</td> <td data-bbox="862 880 1028 914">27.75%</td> </tr> <tr> <td data-bbox="369 917 857 951">Religion not stated</td> <td data-bbox="862 917 1028 951">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%	No direct impact identified	
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Sex/Gender	The district is 51% female and 49% male	No direct impact identified	Monitor																		
Sexual orientation		No direct impact identified	Monitor																		
Marriage and civil partnership	<table border="1"> <tr> <td data-bbox="369 1252 696 1286">Single</td> <td data-bbox="701 1252 1028 1286">30.5%</td> </tr> <tr> <td data-bbox="369 1289 696 1323">Married</td> <td data-bbox="701 1289 1028 1323">52.3%</td> </tr> <tr> <td data-bbox="369 1326 696 1359">Civil partnership</td> <td data-bbox="701 1326 1028 1359">0.2%</td> </tr> <tr> <td data-bbox="369 1362 696 1396">Separated Divorced</td> <td data-bbox="701 1362 1028 1396">2.3%</td> </tr> <tr> <td data-bbox="369 1399 696 1433">Widowed</td> <td data-bbox="701 1399 1028 1433">8.6%</td> </tr> </table>	Single	30.5%	Married	52.3%	Civil partnership	0.2%	Separated Divorced	2.3%	Widowed	8.6%	No direct impact identified	Monitor								
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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)
Online consultation and in person engagement session	Autumn 2024	Monitoring information	Anything requiring further consultations to provide optional monitoring form due by end of 2025
Feedback from previous consultations of changes	Summer 2022	Monitoring information	

EqIA sign-off:

Directorate Management Team rep or Head of Service:	J Khanom-Metaman	Date:	Feb 2025
Author of Equality Impact Analysis:	As Above	Date:	Feb 2025