

Equality Impact Analysis Form

1. Equality Impact Analysis (EIA) Form

Title of EIA (policy/change it relates to)	Parking Strategy	Date	January 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?	<p>The Council is developing a new parking strategy which seeks to promote active travel and sustainability, support local businesses and people. There are a number of objectives which can be summarised as:</p> <p>Alternative</p> <ol style="list-style-type: none"> 1. Support motorists to consider alternatives, whether that be the take-up of more environmentally friendly vehicles and sustainable alternatives to driving. <p>Balanced</p> <ol style="list-style-type: none"> 2. Take a more balanced approach to parking by making changes to make it fairer, easier, and more consistent across East Herts. <p>Considerate</p> <ol style="list-style-type: none"> 3. Adopting a more environmentally considerate approach to managing parking services throughout East Herts. <p>Purpose of the Assessment</p> <p>To evaluate the impact of the proposals on community groups, ensuring accessibility, inclusivity, and equal opportunities are fully considered.</p>		

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" data-bbox="371 675 864 1046"> <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>Emissions based/diesel surcharge parking: <i>Affordability and Economic Accessibility</i></p> <ul style="list-style-type: none"> • Electric vehicles may be unaffordable for large parts of the community. • Diesel surcharge could impact some members of the older community who were advised to buy diesel vehicles by previous labour government in 2001 <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>	<p>Consider a trial at a smaller scale or focus on alternative such as size of vehicle. Formal consultation would be required which could provide further insights.</p> <p>Ensuring a range of payment methods (where practical) are available will minimise exclusion.</p>
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Disability	11,663 households in East Herts have one person in household with a long-term health problem or disability.	<p>Proposal to introduce blue badge bay charging Employment rates are generally lower for disabled people than non-disabled people. An introduction of a charge could be difficult for some users and also displace car parking onto streets. Blue badge holders can park on single or double yellow lines for up to 3hrs.</p>	A formal consultation is required to implement the change in East Herts car parks via Traffic Regulation Order. This consultation would also assist the identification																				

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			of other equalities impacts amongst residents.																				
Gender reassignment	Unknown	No direct impact identified	Monitor for indirect impacts																				
Pregnancy and maternity	Unknown	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.	Monitor for further impacts																				
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> </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%	Price Increases No direct impact identified however groups with lower average income may struggle with increased charges.	Supporting and lobbying for improved public transport services and infrastructure could support lower income residents.
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	<table border="1"> <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> <tr><td>Any other ethnic group</td><td>0.16%</td></tr> </table>	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%	Any other ethnic group	0.16%		
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Religion or belief	<table border="1"> <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%	No direct impact identified									
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Sex/Gender	The district is 51% female and 49% male	No direct impact identified	Monitor																										

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Sexual orientation		No direct impact identified	Monitor										
Marriage and civil partnership	<table border="1"> <tbody> <tr> <td>Single</td> <td>30.5%</td> </tr> <tr> <td>Married</td> <td>52.3%</td> </tr> <tr> <td>Civil partnership</td> <td>0.2%</td> </tr> <tr> <td>Separated Divorced</td> <td>2.3%</td> </tr> <tr> <td>Widowed</td> <td>8.6%</td> </tr> </tbody> </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	

EqlA sign-off:

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