

## Appendix A - Equality Impact Analysis Form

### 1. Equality Impact Analysis (EIA)

<b>Title of Equality Impact Analysis</b> (policy/change it relates to)	Traffic Regulation Order – Proposal to Reduce All-Day Free Parking for Blue Badge Users to a Three-Hour Maximum in all East Herts Council Car Parks	<b>Date</b>	December 2025
<b>Team/Department</b>	Parking Services – Operations		
<b>Focus of EIA</b>	The Council is introducing a 3-hour limit on free parking for Blue Badge holders across all Council car parks.  <b>Purpose of the Assessment</b> To improve turnover and availability of accessible spaces while supporting consistent and effective parking management across the district.		

**Please note:** Prepopulated data for protected categories other than Age and Gender come from 2011 census results<sup>1</sup> on the district, the Age and Gender data comes from ONS mid-year estimates<sup>2</sup>. If the service has specific demographic data for service users/residents than this should be used instead.

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

<sup>2</sup><https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland>

## 2. Review of information, equality analysis and potential actions

Protected characteristics groups from the Equality Act 2010	What do you know?	What do people tell you?	What can you do?
<p><b>Age</b></p>	<p>East Herts has a broad age profile with a notable concentration of middle-aged and older residents. Those aged 45–59 make up 22.9% of the population, with a further 5.4% aged 60–64, meaning 28.3% are aged 45–64. Residents aged 65 and over account for 17.7% of the population (65–74: 9.6%, 75–84: 5.6%, 85–89: 1.6%, 90+: 0.9%). Younger and working-age groups include 24.2% under 20, 4.5% aged 20–24, 5.5% aged 25–29, and 19.8% aged 30–44.</p> <p>However, there is no data held on the number of Blue Badge users who fall into this protected category, so we cannot establish the scale of this impact.</p>	<p>Many Blue Badge holders are older residents who experience age-related mobility issues. Consultation responses highlighted that older people may be particularly affected by time restrictions due to slower movement, higher fatigue levels, and reliance on carers. While age is not directly targeted, older residents may experience indirect impacts.</p>	<p>Due to the retention of three-hour free parking available to Blue Badge users in East Herts car parks, BB users will not be disadvantaged as they will continue to be able to park without charge for short to medium stays, while those requiring longer visits may extend their parking beyond this period using the <a href="#">Pay by Phone</a> facility without returning to their vehicle. The proposal to introduce</p>

			<p>a three-hour maximum free stay, with no return within the same charging period, aligns with time-limited arrangements permitted for Blue Badge users under <a href="#">Department for Transport</a> off-street parking guidance.</p>
<p><b>Disability</b></p>	<p>There are currently around 9000 active Blue Badge holders in the East Herts District Council area.</p>	<p>Consultation feedback indicates that disabled users often require significantly longer than three hours to complete activities due to reduced mobility, fatigue, pain, the need for rest breaks, and the time required to enter and exit vehicles.</p> <p>They felt the restriction to 3 hours make them feel discriminated and is not fair to disabled people.</p> <p>Financial burden for disabled people.</p> <p>Many respondents indicated that they consolidate multiple essential activities into a single trip to reduce physical strain, meaning visits frequently exceed three</p>	<p>Due to the retention of three-hour free parking available to Blue Badge users in East Herts car parks, BB users will not be disadvantaged as they will continue to be able to park without charge for short to medium stays, while those requiring longer visits may extend their parking beyond this</p>

		<p>hours.</p> <p>Concerns were also raised that the time limit could create anxiety, reduce independence, discourage social participation, and disproportionately affect those attending medical appointments, day centres, community events, or travelling onwards by public transport.</p> <p>Disabled residents living adjacent to council car parks also identified potential impacts on their ability to maintain daily independence where alternative parking options are limited.</p>	<p>period using the <a href="#">Pay by Phone</a> facility without returning to their vehicle. The proposal to introduce a three-hour maximum free stay, with no return within the same charging period, aligns with time-limited arrangements permitted for Blue Badge users under <a href="#">Department for Transport</a> off-street parking guidance.</p>
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<p><b>Protected characteristics groups from the Equality Act 2010</b></p>	<p><b>What do you know?</b></p>	<p><b>What do people tell you?</b></p>	<p><b>What can you do?</b></p> <ul style="list-style-type: none"> <li>.</li> </ul>
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<b>Pregnancy and maternity</b>	There is no data held on the number of Blue Badge users who fall into this protected category, so we cannot establish the scale of this impact.	No direct impact identified	Monitor for indirect impacts
<b>Gender Reassignment &amp; Gender Identity</b>	There is no data held on the number of Blue Badge users who fall into this protected category, so we cannot establish the scale of this impact.	No direct impact identified	Monitor for indirect impacts
<b>Race and Ethnicity</b>	There is no data held on the number of Blue Badge users who fall into this protected category, so we cannot establish the scale of this impact.	No direct impact identified	Monitor for indirect impacts
<b>Religion or belief</b>	There is no data held on the number of Blue Badge users who fall into this protected category, so we cannot establish the scale of this impact.	No direct impact identified	Monitor for indirect impacts
<b>Protected characteristics groups from the Equality Act 2010</b>	<b>What do you know?</b>	<b>What do people tell you?</b>	<b>What can you do?</b>
<b>Sexual orientation</b>	There is no data held on the number of Blue Badge users who fall into this protected category, so we cannot establish the scale of this impact.	No direct impact identified	Monitor for indirect impacts

<b>Marriage or civil partnership</b>	There is no data held on the number of Blue Badge users who fall into this protected category, so we cannot establish the scale of this impact.	No direct impact identified	Monitor for indirect impacts
<b>Carers</b>	There is no data held on the number of Blue Badge users who fall into this protected category, so we cannot establish the scale of this impact.	No direct impact identified	Monitor for indirect impacts
<b>Rural isolation</b>	There is no data held on the number of Blue Badge users who fall into this protected category, so we cannot establish the scale of this impact.	No direct impact identified	Monitor for indirect impacts
<b>Armed Forces communities</b>	There is no data held on the number of Blue Badge users who fall into this protected category, so we cannot establish the scale of this impact.	No direct impact identified	Monitor for indirect impacts
<b>Protected characteristics groups from the Equality Act 2010</b>	<b>What do you know?</b>	<b>What do people tell you?</b>	<b>What can you do?</b>
<b>Sex (consider both men and women):</b>	There is no data held on the number of Blue Badge users who fall into this protected category, so we cannot establish the scale of this impact.	No direct impact identified	Monitor for indirect impacts

<b>Single parent families</b>	There is no data held on the number of Blue Badge users who fall into this protected category, so we cannot establish the scale of this impact.	No direct impact identified	Monitor for indirect impacts
<b>Social &amp; economic deprivation</b>	There is no data held on the number of Blue Badge users who fall into this protected category, so we cannot establish the scale of this impact.	No direct impact identified	Monitor for indirect impacts

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

<b>Title</b> (of data, research or engagement)	<b>Date</b>	<b>Gaps in data</b>	<b>Actions to fill these gaps: who else do you need to engage with?</b>
Online consultation	2025	Monitoring information	Anything requiring further consultations to provide optional monitoring form due by end of 2026

**EqlA sign-off:**

<b>Director of Service:</b>	Benjamin Wood	<b>Date:</b>	December 2025
<b>Author of Equality Impact Analysis:</b>	Dominique Kingsbury	<b>Date:</b>	December 2025