

# Equality Impact Assessment

1. Under s.149 of the Equality Act 2010, when making decisions, Epping District Council must have regard to the Public Sector Equality Duty, ie have due regard to:
  - eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act,
  - advancing equality of opportunity between people who share a protected characteristic and those who do not,
  - fostering good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.
2. The characteristics protected by the Equality Act are:
  - age
  - disability
  - gender
  - gender reassignment
  - marriage/civil partnership
  - pregnancy/maternity
  - race
  - religion/belief
  - sexual orientation.
3. In addition to the above protected characteristics you should consider the cross-cutting elements of the proposed policy, namely the social, economic and environmental impact (including rurality) as part of this assessment. These cross-cutting elements are not a characteristic protected by law but are regarded as good practice to include.
4. The Equality Impact Assessment (EqIA) document should be used as a tool to test and analyse the nature and impact of either what we do or are planning to do in the future. It can be used flexibly for reviewing existing arrangements but in particular should enable identification where further consultation, engagement and data is required.
5. Use the questions in this document to record your findings. This should include the nature and extent of the impact on those likely to be affected by the proposed policy or change.
6. Where this EqIA relates to a continuing project, it must be reviewed and updated at each stage of the decision.
7. All **Cabinet, Council, and Portfolio Holder reports must be accompanied by an EqIA**. An EqIA should also be completed/reviewed at key stages of projects.
8. To assist you in completing this report, please ensure you read the guidance notes in the Equality Analysis Toolkit and refer to the following Factsheets:
  - Factsheet 1: Equality Profile of the Epping Forest District
  - Factsheet 2: Sources of information about equality protected characteristics
  - Factsheet 3: Glossary of equality related terms
  - Factsheet 4: Common misunderstandings about the Equality Duty
  - Factsheet 5: Frequently asked questions
  - Factsheet 6: Reporting equality analysis to a committee or other decision making body

## Section 1: Identifying details

Your function, service area and team: Leisure and Car Parking Team - Contracts.

If you are submitting this EqlA on behalf of another function, service area or team, specify the originating function, service area or team: N/a

Title of policy or decision: Off-Street Car Parks Tariff Recommendations

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Date of completing the assessment: 16 October 2021

## Section 2: Policy to be analysed

2.1	<p>Is this a new policy (or decision) or a change to an existing policy, practice or project? Change to an existing service/function that already exists and is being reviewed.</p>
2.2	<p>Describe the main aims, objectives and purpose of the policy (or decision): To agree proposed EFDC off-street car parking tariff charges which has not increased since 2015, to support the operation and maintenance demand of car parks.</p> <p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)? Revision of tariff structures in all Council owned off-street car parks.</p>
2.3	<p>Does or will the policy or decision affect:</p> <ul style="list-style-type: none"><li>• service users</li><li>• employees</li><li>• the wider community or groups of people, particularly where there are areas of known inequalities?</li></ul> <p>The decision does not affect employees. The decision does affect service users and the wider community or groups of people.</p> <p>Will the policy or decision influence how organisations operate? No.</p>
2.4	<p>Will the policy or decision involve substantial changes in resources? No.</p>
2.5	<p>Is this policy or decision associated with any of the Council's other policies and how, if applicable, does the proposed policy support corporate outcomes? Yes. EV considerations support the Climate Change Action Plan and EFDC Interim Air Pollution Mitigation Strategy and will therefore directly contribute to reduce carbon emissions across the District and improve air quality.</p>

### **Section 3: Evidence/data about the user population and consultation<sup>1</sup>**

As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

3.1	<p>What does the information tell you about those groups identified? Some elderly car park users or users with disabilities may find the tariff changes complex to follow with regards to reading and understanding the tariff boards. Tariff increases may present adverse effects for low socioeconomic status households.</p>
3.2	<p>Have you consulted or involved those groups that are likely to be affected by the policy or decision you want to implement? If so, what were their views and how have their views influenced your decision?</p> <p>A full public consultation process will be undertaken as part of the formal legal process to change a Traffic Regulation Order.</p>
3.3	<p>If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary:</p> <p>N/a.</p>

## Section 4: Impact of policy or decision

Use this section to assess any potential impact on equality groups based on what you now know.

Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of impact Low, medium, high (use L, M or H)
Age	Adverse. Some users of this group may have difficulty in understanding the new tariff changes. May not be able to afford the proposed tariff change.	M
Disability	Adverse. Some users of this group may have difficulty understanding the new tariff changes. May not be able to afford the proposed tariff change.	M
Gender	Neutral.	L
Gender reassignment	Neutral.	L
Marriage/civil partnership	Neutral.	L
Pregnancy/maternity	Neutral.	L
Race	Neutral.	L
Religion/belief	Neutral.	L
Sexual orientation	Neutral.	L

## Section 5: Conclusion

		Tick Yes/No as appropriate	
5.1	Does the EqIA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?	No <input type="checkbox"/>	
		Yes <input checked="" type="checkbox"/>	If ' <b>YES</b> ', use the action plan at <b>Section 6</b> to describe the adverse impacts and what mitigating actions you could put in place.

## Section 6: Action plan to address and monitor adverse impacts

What are the potential adverse impacts?	What are the mitigating actions?	Date they will be achieved.
Some user groups may not understand the tariff changes.	Making the new changes and tariffs clear to all users by: <ul style="list-style-type: none"> <li>- Updating tariff boards and signs</li> <li>- Issuing notices in advance to inform car park users when the changes will be implemented.</li> </ul>	TBC
Some user groups may not be able to afford the proposed tariff increases.	These user groups may be eligible to receive free public transport or Blue Badges which mitigate impact of changes to the tariff structure.  The proposed tariff has been considered carefully and is in line with parking charges in Epping and neighbouring local authorities. A formal public consultation process will be undertaken before any changes are implemented.	TBC

**Section 7: Sign off**

**I confirm that this initial analysis has been completed appropriately.  
(A typed signature is sufficient.)**

Signature of Head of Service: J.Warwick

Date: 25/10/21

Signature of person completing the EqIA: A.Hoke

Date: 14/10/21

**Advice**

Keep your director informed of all equality & diversity issues. We recommend that you forward a copy of every EqIA you undertake to the director responsible for the service area. Retain a copy of this EqIA for your records. If this EqIA relates to a continuing project, ensure this document is kept under review and updated, eg after a consultation has been undertaken.