

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 EqIA on behalf of another function, service area or team, specify the originating function, service area or team: N/a

Title of policy or decision: Civil Parking Enforcement Policy and the processing of Penalty Charge Notices for Epping Forest District Council

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Date of completing the assessment: 20 December 2022

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 policy.</p>
2.2	<p>Describe the main aims, objectives and purpose of the policy (or decision): To adopt the updated off-street Civil Parking Enforcement Policy and the processing of Penalty Charge Notices for Epping Forest District Council. The updated policy does not introduce any new approach to Civil Parking Enforcement</p> <p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)? Commissioning a service.</p>
2.3	<p>Does or will the policy or decision affect:</p> <ul style="list-style-type: none">• service users• employees• the wider community or groups of people, particularly where there are areas of known inequalities? <p>The Civil Parking Enforcement Policy affects all EFDC off-street car park users, which can include service users, employees and the wider community or groups of people.</p> <p>Will the policy or decision influence how organisations operate? Yes, however it is important to note that the updated policy does not introduce any new approach to Civil Parking Enforcement.</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?</p>

Initialled as original copy by
Portfolio Holder:

	<p>Yes, the policy is an update to the existing Civil Parking Enforcement Policy. It is necessary to have a Civil Parking Enforcement policy to discharge its duties to deliver off-street civil parking enforcement, which is mandated by statute. The updated policy ensures the policy remains relevant and accurate.</p>
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Section 3: Evidence/data about the user population and consultation¹

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?</p> <p>Civil Parking Enforcement may relate to any member of the public seeking parking information or pay/challenge their Penalty Charge Notice (PCN) issued by the District Council. This can include members of public under the characteristics of the Equality Act. For example, disabled motorists/Blue Badge holders.</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>No. The updated policy does not propose any new approach to Civil Parking Enforcement. The Council must comply with all statutory duties and requirements in exercising Civil Parking Enforcement. In addition to this, Council does make provisions in appreciation of car park users under the characteristics of the Equality Act and these remain in place. For example, Blue Badge holders park for free in all Council operated pay & display car parks. Requests made for parking suspensions which may be made for those attending religious events are approved where possible.</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>We feel this is not necessary as the proposed policy is an update to the existing policy, there are no changes proposed that will affect car park users under the characteristics of the Equality Act.</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	Neutral. There are no changes proposed that will affect this equality group.	L
Disability	Neutral. There are no changes proposed that will affect this equality group.	L
Gender	Neutral. There are no changes proposed that will affect this equality group.	L
Gender reassignment	Neutral. There are no changes proposed that will affect this equality group.	L
Marriage/civil partnership	Neutral. There are no changes proposed that will affect this equality group.	L
Pregnancy/maternity	Neutral. There are no changes proposed that will affect this equality group.	L
Race	Neutral. There are no changes proposed that will affect this equality group.	L
Religion/belief	Neutral. There are no changes proposed that will affect this equality group.	L
Sexual orientation	Neutral. There are no changes proposed that will affect this equality group.	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?	<u>No</u> ✓ <input type="checkbox"/>	
		<input type="checkbox"/>	If ' YES ', use the action plan at Section 6 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.

Section 7: Sign off

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

Signature of Head of Service: 	Date: 20/12/2022
Signature of person completing the EqIA: A.Hoke	Date: 20/12/2022

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.