

Appendix 5

Equality Impact Assessment (EIA)

For advice on this document please contact Clare Muir on 72119 or email Clare.Muir@reading.gov.uk.

Please contact the Project Management Office at pmo@reading.gov.uk for advice and/or support to complete this form from a project perspective.

Name of proposal/activity/policy to be assessed: Introduction of cashless parking and emissions-based charging.

Directorate: DEGNS

Service: Parking Services

Name: Phil Grant

Job Title: Parking Services Manager

Date of assessment:

Version History

Version	Reason	Author	Date	Approved By

Scope your proposal

- **What is the aim of your policy or new service/what changes are you proposing?**

To introduce emissions-based charging.

- **Who will benefit from this proposal and how?**

Residents, businesses and visitors of the Borough. By encouraging behaviour change all members of society will benefit from cleaner air. Income from the scheme will be invested in local highways related schemes.

- **What outcomes does the change aim to achieve and for whom?**

Emission based charging for parking on street.

To help deliver key strategic council priorities including public health, air quality, climate change and sustainable and active transport.

This assessment considers: The effect of an emission-based charging model and the decrease or increase in parking charges for some residents/motorists. The proposal builds on and strengthens parking controls by introducing two additional elements that specifically target the emissions that contribute towards climate change and air pollution. The proposals introduce different charging bands for CO₂ emissions which are based on the principles and categories of 'the Government Vehicle Excise Duty (VED)'. The car tax bandings range from 0m/CO₂ to 255, with category vehicles under 150m/CO₂ seeing no change in charges.

VED was introduced by the government to move vehicle owners away from higher CO₂ polluting vehicles and is familiar to motorists. Encourage behaviour change of motorists to elect to drive more environmentally friendly vehicles. Cleaner air through less pollution from the most polluting vehicles.

- **Who are the main stakeholders and what do they want?**

Residents of the Borough. Cleaner air.

Assess whether an EqIA is Relevant

How does your proposal relate to eliminating discrimination; advancing equality of opportunity; promoting good community relations?

- **Do you have evidence or reason to believe that some groups may be affected differently than others (due to race, disability, sex, gender, sexuality, age, religious belief or due to belonging to the Armed Forces community)? Make reference to the known demographic profile of the service user group, your monitoring information, research, national data/reports etc.**

No negative impacts identified for the groups with protected characteristics compared to the general population.

There are some potential positive impacts on some of these groups as the council recognises it has a role in developing and delivering a framework to tackle air quality, demand for parking, and congestion in the borough. It has been shown that poor air quality has a disproportionate effect on the young and the elderly, in addition to those with known respiratory health problems. Research has also shown that the BAME community is also disproportionately impacted by poor air quality.

It should be noted that the council declared a climate emergency in 2019.

- **Is there already public concern about potentially discriminatory practices/impact or could there be? Make reference to your complaints, consultation, feedback, media reports locally/nationally.**

No, however informal consultation carried out from 03/03/25 to 30/03/2025 on the proposal to introduce emissions-based charging received 275 responses, the majority of responses were in relation to Emission based charges for p ermits and not related to on-street Pay and Display. Some respondents registered their concern about the likely impact on those who were on a low income and the disproportionate effect the scheme would have on them.

The on-street emissions-based charge aims to reduce the number of highly polluting cars owned within the borough. There are very few direct levers available to stimulate a change in driver behaviour, and the council believes that the rationale for setting the new parking charges is about giving people the right nudge and opportunity to make different choices.

Members are requested to exercise their statutory duty to secure the expeditious, convenient and safe movement of traffic, and the provision of

suitable and adequate parking facilities in the context of the public health agenda. This includes the shift to more active and sustainable transport modes (such as walking, cycling and public transport) the impact of vehicle emissions and congestion on air quality, and demand for kerbside space, which form the backdrop of the policy direction.

This proposal sets out the rationale of seeking to adjust driver behaviour and to ensure that we can provide a modern, efficient and environmentally sustainable transport policy for residents, visitors and businesses, now and in the future. They explain the Public Health vision to protect and improve physical and mental health outcomes for the whole population in Reading, and to reduce health inequalities. At the heart of the strategy is the concept that the environment is a key driver for health. It can be summarised by 'making the healthy choice the easy choice'

If the answer is Yes to any of the above, you need to do an Equality Impact Assessment.

If No you MUST complete this statement.

An Equality Impact Assessment is not relevant because:

The changes in the service delivery and introduction of emissions-based charging will apply equally to all residents, visitors and businesses, regardless of disability, age, race, religion, gender or sexual orientation.

X

Lead Officer

X

Lead Officer

Assess the Impact of the Proposal

Your assessment must include:

- **Consultation**
- **Collection and Assessment of Data**

- **Judgement about whether the impact is negative or positive**

Think about who does and doesn't use the service? Is the take up representative of the community? What do different minority groups think? (You might think your policy, project or service is accessible and addressing the needs of these groups, but asking them might give you a totally different view). Does it really meet their varied needs? Are some groups less likely to get a good service?

How do your proposals relate to other services - will your proposals have knock on effects on other services elsewhere? Are there proposals being made for other services that relate to yours and could lead to a cumulative impact?

Example: A local authority takes separate decisions to limit the eligibility criteria for community care services; increase charges for respite services; scale back its accessible housing programme; and cut concessionary travel.

Each separate decision may have a significant effect on the lives of disabled residents, and the cumulative impact of these decisions may be considerable.

This combined impact would not be apparent if decisions are considered in isolation.

Consultation

How have you consulted with or do you plan to consult with relevant groups and experts. If you haven't already completed a Consultation form do it now. The checklist helps you make sure you follow good consultation practice.

[Consultation manager form - Reading Borough Council Dash](#)

Relevant groups/experts	How were/will the views of these groups be obtained	Date when contacted
All residents and businesses	The process requires the authority to change the Traffic Regulation Order. The process requires consultation	3 March to 30 March 2025 and 21 August 2025 to 12 September 2025

	<p>with the public through the publication of notices at all affected sites, publication in local press and web sites. There is a list of statutory consultees which must be contacted.</p> <p>Any objections or comments must be addressed prior to the final decision being made to implement the proposal.</p> <p>An informal consultation was undertaken as described in section 3.10 of the main report</p>	
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Collect and Assess your Data

Using information from Census, residents survey data, service monitoring data, satisfaction or complaints, feedback, consultation, research, your knowledge and the knowledge of people in your team, staff groups etc. describe how the proposal could impact on each group. Include both positive and negative impacts.

(Please delete relevant ticks)

- **Describe how this proposal could impact on racial groups**
- **Is there a negative impact?**

No. The changes in the system will be applied equally to all users, regardless of ethnicity.

- **Describe how this proposal could impact on Sex and Gender identity (include pregnancy and maternity, marriage, gender re-assignment)**
- **Is there a negative impact? No**

The changes in the system will be applied equally to all users, regardless of sex or gender identity.

- **Describe how this proposal could impact on Disability**

- **Is there a negative impact?**

No. The changes will not impact Blue Badge holders

- **Describe how this proposal could impact on Sexual orientation (cover civil partnership)**

- **Is there a negative impact?**

No. The changes in the system will be applied equally to all users, regardless of sexual orientation.

- **Describe how this proposal could impact on age**

- **Is there a negative impact?**

No. The changes in the system will be applied equally to all users, regardless of age.

- **Describe how this proposal could impact on Religious belief**

- **Is there a negative impact?**

No. The changes in the system will be applied equally to all users, regardless of religious belief.

- **Describe how this proposal could impact on the Armed Forces community (including reservists and veterans and their families)**

- **Is there a negative impact?**

No. The changes in the system will not impact on the Armed Forces.

Make a Decision

If the impact is negative then you must consider whether you can legally justify it. If not you must set out how you will reduce or eliminate the impact. If you are not sure what the impact will be you **MUST** assume that there could be a negative impact. You may have to do further consultation or test out your proposal and monitor the impact before full implementation.

1. **No negative impact identified – Go to sign off**

- **How will you monitor for adverse impact in the future?**

Monitor complaints and address any unintended consequences through the management of the system.

X

X

Completing Officer

Lead Officer