

Appendix 4

Equality Impact Assessment (EIA)

Name of proposal/activity/policy to be assessed: Introduction 2 hour minimum stay in multi storey car parks.

Directorate: DEGNS

Service: Parking Services

Name: Phil Grant

Job Title: Parking Services Manager

Date of assessment: 20/11/25

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 increase the minimum stay in multi storey car parks from 1 hour to 2 hours.

- 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 schemes to improve the highways network.

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

Encourage behaviour change of motorists to elect to consider alternative modes of transport, such as more walking, cycling or public transport. 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.

Air quality affects younger and older people disproportionately, which can cause breathing difficulties, making existing health conditions worse.

- 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

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 an increased minimum stay 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.

Notice of Variation to be published

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	To be confirmed

	<p>Order. The process requires consultation 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>	
--	---	--

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

Completing Officer

X

Lead Officer

