

Everyone different, everyone matters



Equality & Community Cohesion Impact Assessment (EIA)

Directorate: Regeneration and Strategy Service Area: Strategic Infrastructure	Lead Officer: Peter Stubbs Date completed: 22/09/2022
Service / Policy / Function or Procedure to be assessed: Car Parking	
Is this: New / Proposed <input checked="" type="checkbox"/> Existing/Review <input type="checkbox"/> Changing <input type="checkbox"/> (Please tick appropriate box)	Review date:

Part A - Initial Assessment to determine if a full Impact Assessment is required

What are the aims and objectives/purpose of this service, policy, function or procedure?

To provide sufficient and appropriate public parking opportunities across the Borough whilst at the same time encouraging the uptake of sustainable transport modes.

Please indicate its relevance to equality by selecting yes or no

	Yes	No
Eliminating unlawful discrimination, victimisation and harassment		X
Advancing equality of opportunity	X	
Fostering good community relations		X

If not relevant and this is agreed by your Head of Service, the Impact Assessment is now complete - please send a copy to your Directorate Equality Champion & to the Cohesion and Equality Team. **If relevant**, a full Impact Assessment needs to be undertaken (PART B below).

PART B: Full Impact Assessment

Step 1 – Identifying outcomes and delivery mechanisms (in relation to what you are assessing)

What outcomes are sought and for whom?	<ol style="list-style-type: none">1. The provision of sufficient car parking opportunities for the residents and visitors to the Borough.2. The encouragement of the use of sustainable modes of travel.3. The protection of road users utilising active modes.
Are there any associated policies, functions, services or procedures?	Calderdale Transport Strategy.
How will this service be delivered? (e.g. direct service delivery, commissioned/outsourced etc)	Direct.

If partners (including external partners) are involved in delivering the service, who are they?	West Yorkshire Combined Authority (although not involved in the direct delivery of the service their remit also includes to promote and deliver many of the outcomes listed above).
---	---

Step 2 – What does the information you have collected, or that you have available, tell you?

What evidence/data already exists about the service and its users? (in terms of its impact on the ‘equality strands’, i.e. age, disability, gender identity, race, religion or belief, sex, sexual orientation, maternity/pregnancy, marriage/civil partnership and other socially excluded communities or groups) and **what does the data tell you?** e.g. are there any significant gaps?

The Highways Peer Review queried tariffs and operating hours for the current TC provision. (These have subsequently been revisited / revised).

There are comprehensive records pertaining to the overall use of the public car parking facilities within Calderdale and comprehensive surveys and monitoring have also taken place across the Borough. Consultants have been appointed to consider the overall provision of the service moving forward. Input from all of the above have been used in formulating the car parking strategy.

The surveys suggest that there are ample / excessive parking opportunities across the Borough.

Has there been any consultation with, or input from, service users, staff or other stakeholders? If so, with whom, how were they consulted and what did they say? If you haven’t consulted yet and are intending to do so, please list which specific groups or communities you are going to consult with and when.

Consultation has taken place with Public Services who deliver the car parking function for the Borough.

Present Tariffs / Operating Hours were subject to a statutory consultation.

The final service delivery designs created by the strategy will be subject to consultation. Any changes to either the Parking Places Orders or Traffic Regulation Orders will be subject to statutory consultation.

Are there any complaints, compliments, satisfaction surveys or customer feedback that could help inform this assessment? If yes, what do these tell you?

Objections raised during the order making process indicate that the general populous see parking tariffs as an unnecessary financial burden and generally oppose any proposals that either restrict or displace parking. They also indicate that parking provision is seen as an essential element of the retention of vibrant shopping areas. Pavement parking can be a barrier to the effective use of pavements by the parents of young children and the less able bodied members of society.

Step 3 – Identifying the impact

a. Is there any impact on individuals or groups in the community?

(think about age, disability, gender identity, race, religion or belief, sex, sexual orientation, maternity/pregnancy, marriage/civil partnership and other socially excluded communities or groups)

Barriers:

What are the potential or known barriers/impacts for the different 'equality strands' set out below? Consider:

- **Where** you provide your service, e.g. the facilities/premises;
- **Who** provides it, e.g. are staff trained and representative of the local population/users?
- **How** it is provided, e.g. do people come to you or do you go to them? Do any rules or requirements prevent certain people accessing the service?
- **When** it is provided, e.g. opening hours?
- **What** is provided, e.g. does the service meet everyone's needs? How do you know?

* Some barriers are justified, e.g. for health or safety reasons, or might actually be designed to promote equality, e.g. single sex swimming/exercise sessions, or cannot be removed without excessive cost. If you believe any of the barriers identified to be justified then please indicate which they are and why.

Solutions:

What can be done to minimise or remove these barriers to make sure everyone has equal access to the service or to reduce adverse impact? Consider:

- Other arrangements that can be made to ensure people's diverse needs are met;
- How your actions might help to promote good relations between communities;
- How you might prevent any unintentional future discrimination.

	Barriers/Impacts identified	Solutions (ways in which you could mitigate the impact)
Age (including children, young people and older people)	None.	
Disability (including carers)	Lack of parking opportunities can make certain areas less accessible to certain mobility impaired groups.	Ensure that the appropriate parking is retained in such areas.

Race (including Gypsies & Travellers and Asylum Seekers)	None.	
Religion or Belief (including people of no religion or belief)	None.	
Gender Re-assignment (those that are going through transition: male to female or female to male)	None.	
Pregnancy and Maternity	None.	
Sex (either male or female and including impact on men and women)	None.	
Sexual orientation (including gay, lesbian, bisexual and heterosexual)	None.	

b. Is there/will there be any impact on staff?

(think about the diversity of the workforce delivering the service and relevant training and development needs)

Employee Characteristic	Barriers/Impacts identified	Solutions (ways in which you could mitigate the impact)
Age	None.	
Disability	As above.	As above.
Gender reassignment	None.	
Pregnancy & Maternity	None.	
Marriage and Civil Partnership	None.	
Race	None.	

Religion or Belief	None.	
Sex	None.	
Sexual Orientation	None.	

Step 4 – Changes or mitigating actions proposed or adopted

Having undertaken the assessment are there any changes necessary to the existing service, policy, function or procedure? What changes or mitigating actions are proposed?

The strategy being presented to Cabinet is simply a series of high level principles. More detailed assessments will be carried out throughout the design and implementation process.

Step 5 – Monitoring

How are you going to monitor the existing service, policy, function or procedure?

As above.

Part C - Action Plan

Barrier/s or improvement/s identified	Action Required	Lead Officer	Timescale
More detailed assessments will be carried out throughout the design and implementation process.			

EIA approved by:

Relevant Head of Service: Steven Lee	Date: 27/09/2022
---	---------------------

Please send an electronic copy of the EIA to the Cohesion and Equality Team and unless the EIA contains sensitive or confidential information ensure the document is uploaded to the EIA Register on the Intranet.

A brief summary of the EIA will be placed on the Council's website.

Shameem.Suleman@calderdale.gov.uk, Cohesion and Equality Team