

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Sean Newton
Directorate:	Neighbourhoods
Date of Completion:	28/01/2020

Name of Policy/Strategy/Service/Function Proposal

Budget Savings – Infrastructure and Transport, Parking

- 75 - Extend all esplanade charges to all year round
- 80 - Increase all resident and visitor permits by 20%
- 81 - Review of all island and all island supplementary permits
- 82 - Increase daily fees for parking suspensions and dispensations
- 84 - Introduce parking charges along Cowes seafront to include Gurnard

The Aims, Objectives and Expected Outcomes:

To realise an increase in parking income through changes in prices for permits, suspensions/dispensations, extension of esplanade charging periods and introduction of charges on Cowes/Gurnard seafront

Please delete as appropriate:

- This is a proposal to increase parking income and ensure a consistent approach to charging across the island.

Key Questions to Consider in Assessing Potential Impact

Will the policy, strategy, service or council function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?

No

Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a “legitimate expectation” for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations

Yes

Do different groups of people within the local community have different needs or experiences in the area this issue relates to?

No

Could the aims of these proposals be in conflict with the council’s general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?

No

Will the proposal have a significant effect on how services or a council function/s is/are delivered?

No

Will the proposal have a significant effect on how other organisations operate?

No

Does the proposal involve a significant commitment of resources?

No

Does the proposal relate to an area where there are known inequalities?

No

If you answer **Yes** to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.

If you answer **No** to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service.

Protected Characteristics	Positive	Negative	No impact	Reasons
Age			X	Proposals will not impact any protected characteristics; usage is impacted by the ability to pay
Disability			X	
Gender Reassignment			X	
Marriage & Civil Partnership			X	
Pregnancy & Maternity			X	
Race			X	
Religion / Belief			X	
Sex (male / female)			x	
Sexual Orientation			x	

Are there aspects of the proposal that contribute to or improve the opportunity for equality?	No
<i>If answered Yes, describe what these are and how they may be promoted or enhanced</i>	

Evidence Considered During Screening
<p>Review of existing charges and permits.</p> <p>The EIAs prepared in 2014 and 2016 for changes to the Parking Places Order (PPO) were reviewed along with the feedback received and responses issued.</p>

Head of Service Sign off:	
Advice sought from Legal Services (Name)	
Date	28/01/2020

A signed version is to be kept by your team and also an electronic version should be published on the council's website (follow the link from the EIA page on the intranet)

Stage 2 Full Equality Impact Assessment

Assessor(s)Name(s):	Sean Newton
Directorate:	Neighbourhoods
Date of Completion:	28/01/20

Name of Policy/Strategy/Service/Function Proposal

Budget Savings – Infrastructure and Transport, Parking

- 75 - Extend all esplanade charges to all year round**
- 80 - Increase all resident and visitor permits by 20%**
- 81 - Review of all island and all island supplementary permits**
- 82 - Increase daily fees for parking suspensions and dispensations**
- 84 - Introduce parking charges along Cowes seafront to include Gurnard**

The Aims, Objectives and Expected Outcomes:

The introduction of charges along Cowes seafront (to include Gurnard) will require a Parking Places Order and accordingly will be subject to a statutory consultation period. The implementation of this change is designed to assist the management of the kerbside environment in this location.

The remaining proposals (75, 80, 81 and 82) will not require a Parking Places Order and associated consultation as they are changes to existing arrangements and can be dealt with through a variation; this requires a Notice of Variation to be placed in a local tabloid advising the public of the changes and the date of their implementation.

The proposed charges along Cowes seafront will also assist in implementing a consistent approach to charging across the island and ensure that residents and visitors are treated the same when visiting different esplanade locations across the island.

This is a proposal for a change to the Parking Order which will enable an increase in certain charges, the introduction of additional chargeable areas and also enable the service to manage and enforce parking activities

Scope of the Equality Impact Assessment

Officers have reviewed feedback on the previous Parking Places Orders (PPOs) in particular the 2016 PPO where new chargeable areas were added, and charges were increased; the review covered: -

- number of motor vehicles currently on the island; Department of Transport information shows that there are 66,841 cars registered on the Island
- number of objections received; this was less than 0.13 per cent of island registered cars
- The number of responses (339) and objections (543)

In common with the current proposal these raised a variety of issues such as: -

- General objections to introducing charges into currently free parking areas, extending charging periods and tariff increases
- Proposed charges affecting sports clubs, local businesses and the economy

Analysis and assessment

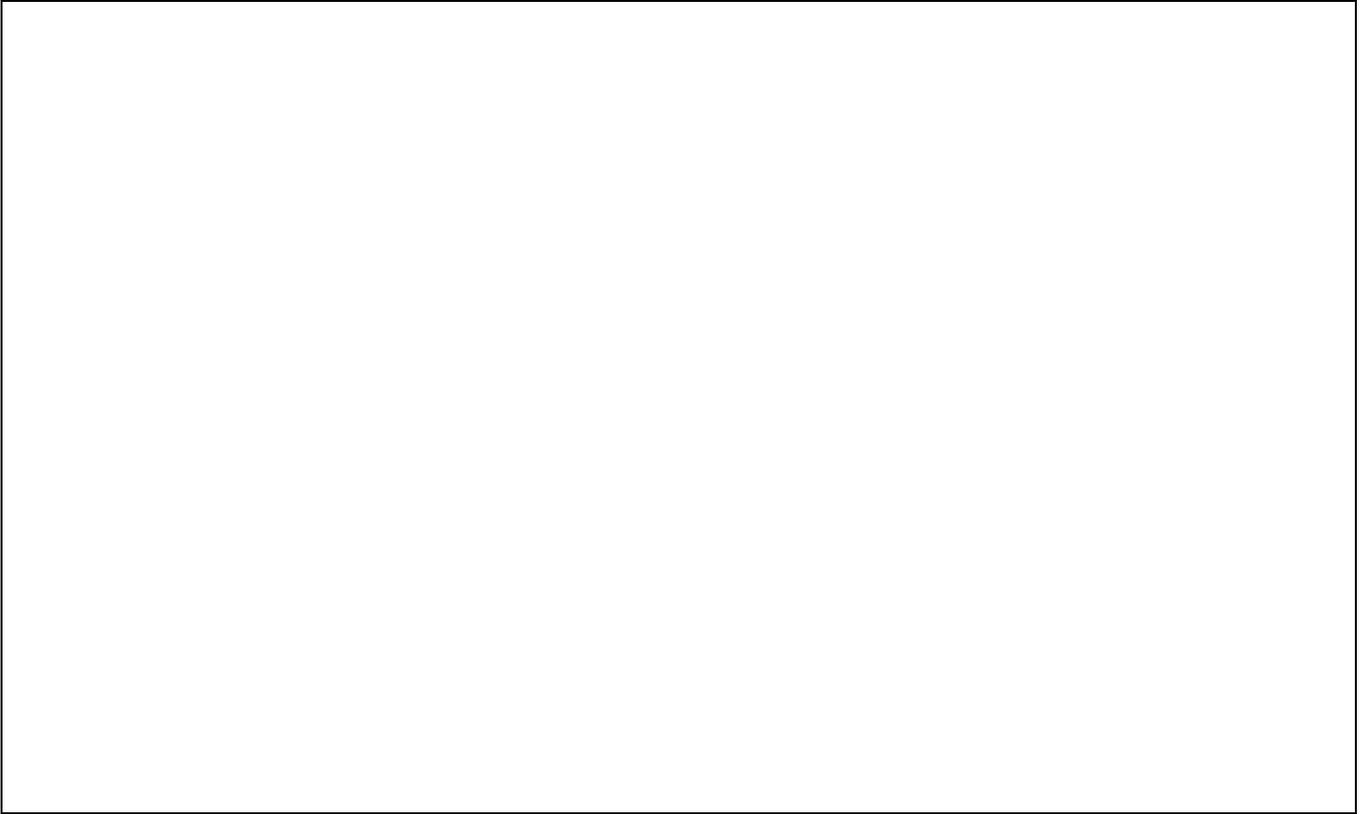
Whilst the consultation on the order is yet to be undertaken it is likely that similar objections will be received to those in 2016; however, given the limited scope of the proposed PPO (implementing charges along Cowes seafront to include Gurnard) it is not considered to have an adverse impact on any protected characteristics.

The PPO will to rationalise the charges and consistently apply these across the island to all esplanades.

The proposals do not have the potential to cause unlawful discrimination.

Recommendations

As it is not considered there will be any negative impacts it is recommended to proceed with the PPO subject to the consultation process and responding to comments received.



Action/Improvement Plan

The table below should be completed using the information from your equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Remove or lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Age	No			To consider following any consultation
Disability	No			To consider following any consultation
Gender Reassignment	No			To consider following any consultation
Marriage & Civil Partnership	No			To consider following any consultation
Pregnancy & Maternity	No			To consider following any consultation
Race	No			To consider following any consultation
Religion / Belief	No			To consider following any consultation

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Sex (male or female)	No			To consider following any consultation
Sexual Orientation	No			To consider following any consultation
HR & workforce issues	No			To consider following any consultation
Human Rights implications if relevant				
<p>Please remember - actions should have SMART targets and be reported to the Diversity Board (this should be done via your Directorate representative) and incorporated into your service/team Plans and /or objectives of key staff</p>				

Summary	
Date of Assessment:	
Signed off by Head of Service/Director	
Review date	
Date published	

Publishing checklist	Yes	No
<ul style="list-style-type: none"> • <i>Plain English – will your EIA make sense to the public?</i> • <i>Acronyms – check you have explained any specialist names or terminology</i> • <i>Evidence – will your evidence stand up to scrutiny; can you justify your conclusions?</i> • <i>Stakeholders and verification – have you included a range of views and perspectives to back up you analysis?</i> • <i>Gaps and information – have you identified any gaps in services or information that need to be addressed in the action plan?</i> • <i>Success stories – have you included any positive impacts that have resulted in change for the better?</i> • <i>Action plan – is action plan SMART? Have you informed the relevant people to ensure the action plan is carried out?</i> • <i>Review have you included a review date and a named person to carry it out?</i> • <i>Challenge – has your equality impact assessment been taken to Diversity Board/Call Over for challenge?</i> • <i>Signing off – has your Head of Service/Director signed off your EIA?</i> • <i>Basics – have you signed and dated your EIA and named it for publishing?</i> • <i>A signed version to be kept by your team for review and electronic version to be uploaded on to the council’s website</i> 		