

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

2021/22 Budget Savings – Infrastructure and Transport, Parking

Re-introduction of long stay parking charges at Maresfield Road car park, East Cowes

The Aims, Objectives and Expected Outcomes:

To realise an increase in parking income through the re-introduction long stay parking charges at Maresfield Road car park, East Cowes

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
<p>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.</p> <p>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.</p>	

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, 2016 and 2020 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	18/02/2022

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:	18/02/2022

Name of Policy/Strategy/Service/Function Proposal

2021/22 Budget Savings – Infrastructure and Transport, Parking

Re-introduction of long stay parking charges at Maresfield Road car park, East Cowes

The Aims, Objectives and Expected Outcomes:

Re-introduction of long stay parking charges at Maresfield Road car park requires a Parking Places Order and accordingly was subject to a statutory consultation period. The implementation of this change is designed to assist the management of the kerbside environment in this location.

It will also enable the service to manage and enforce parking activities at the location.

Scope of the Equality Impact Assessment

Officers have reviewed feedback on previous Parking Places Orders (PPOs), in particular the 2016 and 2020 PPOs where new chargeable areas were added; in common with the current proposal these raised a variety of issues such as: -

- General objections to introducing charges into currently free parking areas
- Proposed changes affecting residents, local businesses and the economy

Analysis and assessment

The consultation on the order has been undertaken and in total 9 representations with objections were received, one of which contained a Petition with 75 signatures. However, after reviewing the proposal it is not considered to have an adverse impact on any protected characteristics.

The PPO will see the introduction of standard long stay parking charges at Maresfield Road, East Cowes which consistent across the island.

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			None required
Disability	No			None required
Gender Reassignment	No			None required
Marriage & Civil Partnership	No			None required
Pregnancy & Maternity	No			None required
Race	No			None required
Religion / Belief	No			None required

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			None required
Sexual Orientation	No			None required
HR & workforce issues	No			None required
Human Rights implications if relevant				

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

Summary	
Date of Assessment:	18.02.2022
Signed off by Head of Service/Director	
Review date	17.02.2023
Date published	

<i>Publishing checklist</i>	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 your 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> 		