

EQUALITY IMPACT ASSESSMENT

The Equality Act 2010 places a ‘General Duty’ on all public bodies to have ‘due regard’ to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity for those with ‘protected characteristics’ and those without them
- Fostering good relations between those with ‘protected characteristics’ and those without them.

In addition the Council complies with the Marriage (same sex couples) Act 2013.

Stage 1 – Screening

Please complete the equalities screening form. If screening identifies that your proposal is likely to impact on the Public Sector Equality Duty, please proceed to stage 2 and complete a full Equality Impact Assessment.

Stage 2 – Full Equality Impact Assessment

An Equality Impact Assessment provides evidence for meeting the Council’s commitment to equality and the responsibilities under the Public Sector Equality Duty.

When an Equality Impact Assessment has been undertaken, it should be submitted as an attachment/appendix to the final decision making report. This is so the decision maker (e.g. Cabinet, Committee, senior leader) can use the EqIA to help inform their final decision. The EqIA once submitted will become a public document, published alongside the minutes and record of the decision.

Please read the council’s Equality Impact Assessment guidance before beginning the EIA process.

1. Responsibility for the Equality Impact Assessment

Name of proposal	Operations fees and Charges review
Service area	Environment and Neighbourhoods
Officer completing assessment	Ann Cunningham
Equalities/ HR Advisor	
Cabinet meeting date (if applicable)	12 th February 2019
Assistant Director	David Murray – Assistant Director, Environment and Neighbourhoods

2. Summary of the proposal and its relevance to the equality duty

Please outline in no more than 3 paragraphs

- *The proposal which is being assessed*
- *The key stakeholders who may be affected by the policy or proposal*
- *The decision-making route being taken*

This review covers the majority of parking and highways license charges and in the main proposes an inflationary increase.

In terms of parking, good parking management is an important tool that contributes towards wider policy objectives for delivering better road network management, reduced road danger, less motor traffic and pollution, improved conditions for walking, cycling and public transport use, raising the quality and amenity in the borough's public spaces.

Local authorities introduce residential parking schemes, also known as controlled parking zones (CPZs), in areas where there is extreme parking pressure and residents support proposals. Those schemes prioritise parking for residents and their visitors in the streets in and around their home. Residential permit holders can park without restriction throughout the CPZ operational hours, but non-permit holders can only park for a limited period, usually for up to two hours. Residents' visitors can also be given a visitor permit by the resident that they are visiting. Disabled badge holders may park free of charge for unlimited periods in parking bays.

Provision is made for businesses operating in the borough. This includes business permits for specific CPZ's or borough wide for those who travel throughout the borough. Motorists visiting the borough may use pay and display parking facilities.

When setting or reviewing parking charges the Council considers:

- The Council's transport and wider policy objectives
- Statutory or legal requirements that may affect the setting of fees
- Car ownership patterns
- The increasing demand for parking
- Traffic management issues
- Market conditions – (parking charges in other boroughs)
- Cost of delivering the service

3. What data will you use to inform your assessment of the impact of the proposal on protected groups of service users and/or staff?

Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis. Please include any gaps and how you will address these

This could include, for example, data on the Council’s workforce, equalities profile of service users, recent surveys, research, results of relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national. For restructures, please complete the restructure EqIA which is available on the HR pages.

Protected group	Service users	Staff
Sex	<i>Haringey Equalities Profile</i> http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf	<i>No impact</i>
Gender Reassignment	<i>Haringey Equalities Profile</i> http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf	<i>No impact</i>
Age	<i>Haringey Equalities Profile</i> http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf	<i>No impact</i>
Disability	<i>Haringey Equalities Profile</i> http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf	<i>No impact</i>
Race & Ethnicity	<i>Haringey Equalities Profile</i> http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf	<i>No impact</i>
Sexual Orientation	<i>Haringey Equalities Profile</i> http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf	<i>No impact</i>
Religion or Belief (or No Belief)	<i>Haringey Equalities Profile</i> http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf	<i>No impact</i>
Pregnancy & Maternity	<i>Not available</i>	<i>No impact</i>
Marriage and Civil Partnership	<i>Haringey Equalities Profile</i> http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf	<i>No impact</i>

Outline the key findings of your data analysis. Which groups are disproportionately affected by the proposal? How does this compare with the impact on wider service users and/or the borough’s demographic profile? Have any inequalities been identified?

Explain how you will overcome this within the proposal.

Further information on how to do data analysis can be found in the guidance.

Equalities monitoring data is not available for holders of parking permits or for those purchasing Highways Licenses. Data is not captured at the application stage. However, given that residents in any property in a CPZ who keep and use a vehicle are eligible for residential and visitor permits, or any resident may purchase a Highways license, ward level data from sources such as National Statistics are used for the purpose of evaluating the impact on different equalities groups.

- **Sex** Women make up 50.5% of Haringey's population.
- **Gender Reassignment** This data is not held at a borough level. The Equality and Human Rights Commission estimate that there is between 300,000-500,000 transgender people in the UK
- **Age** Haringey has a relatively young population - a quarter of the population is under the age of 20. The changes proposed to the concessionary visitor permit scheme will impact on residents aged between 60 and 65 years of age, who previously qualified for the reduced charge. At borough level, this age group accounts for 3.6% of the population. This information is not available at CPZ level, but at present approximately 75% of the borough is covered by Controlled Parking Zones.
- **Disability** This shows that 14% of residents have a long term health problem that limits their day to day activity, lower than England but in line with London.
- **Race and Ethnicity** Haringey is the 5th most ethnically diverse borough in the country. Over 65% of residents come from non-White British communities, compared to 20% in England, 55% for London and nearly 81% of our school children.
- **Sexual Orientation** 3.2% of London residents aged 16 or over identified themselves as lesbian, gay or bisexual in 2013 (ONS Integrated Household Survey). In Haringey this equates to 6,491 residents.
- **Religion** Haringey is one of the most religiously diverse places in the UK. The most common religion was Christianity, accounting for 45% of residents, less than London (48.4) and less than England (59.4%). The next most common religions were Muslim (14.3%) – higher than London (12.3%) - and Jewish (3%). Haringey had a lower percentage of residents who were Hindu (1.8%) and Sikh (0.3%) than London (5.0% and 1.5%, respectively). A quarter of Haringey residents stated that they did not have a religion, higher than London (20.7%).
- **Marriage and Civil Partnership** Haringey has a higher proportion of couples in a registered same sex civil partnership than England and London. 0.6% (or 1,191 residents), compared to 0.2% for England and 0.4% for London.

Increase in Parking Charges; while the increase is marginal, households with lower incomes may be negatively impacted by the increase in parking costs. This may include single parent households – more likely to be women – and BAME households (who have lower incomes than non-BAME households do in Haringey).

1. Increase in Highway charges; increases proposed are marginal and will not negatively affect any protected group.
2. The proposed increase for TTMOs aims to bring those charges in line with that applied in other boroughs. Those TTMOs are in the main required by Utilities or Developers and are unlikely to impact negatively on any protected group.

4. a) How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff?

Please provide a brief outline of:

- *How you intend to consult with those affected by your proposal including those that share the protected characteristics*

Further information on consultation is contained within accompanying EqlA guidance (part 9)

Charge increased will be by notification only. There is no legal requirement to formally consult on increases to those charges.

4. b) Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics

Explain how will the consultation's findings will shape and inform your proposal and the decision making process, and any modifications made?

N/A

5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?

Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.

Further information on assessing impact on different groups is contained within accompanying EqIA guidance (part 10)

- 1. Sex** *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Women are more likely than men, to be primary carers to young children, and more likely than men to head single parent households. They therefore may be negatively impacted by increase in parking costs; however, the proposed increase in parking charges is low when compared to the overall cost of keeping and using a car.

Positive		Negative	X	Neutral impact	X	Unknown Impact	
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- 2. Gender reassignment** *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

There is insufficient data on whether people undergoing or who have undergone gender reassignment; however it is anticipated that the impact on people undergoing or who have undergone gender reassignment will be the same as for people who do not share this protected characteristic.

Positive		Negative		Neutral impact		Unknown Impact	X
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- 3. Age** *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Older people are more likely to be dependent on cars for travel and may be affected by the inflationary increase to parking charges. People aged 65+ will continue to benefit from concessionary discounts on visitors parking charges. Those aged 60 and over will continue to qualify for free public transport.

Positive		Negative	X	Neutral impact	X	Unknown Impact	
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4. Disability *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

There will be no changes to charges for disabled people.

Positive		Negative	x	Neutral impact	X	Unknown Impact	
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5. Race and ethnicity *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

It is anticipated that the impact of these recommendations on people from Black and Minority Ethnic backgrounds will be the same as for people who do not share this protected characteristic.

Positive		Negative		Neutral impact	X	Unknown Impact	
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6. Sexual orientation *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

It is anticipated that the impact of these recommendations on people who identify as LGB will be the same as for people who do not share this protected characteristic.

Positive		Negative		Neutral impact	X	Unknown Impact	
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7. Religion or belief (or no belief) *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

It is anticipated that the impact of these recommendations on people in this protected group will be the same as for people who do not share this protected characteristic.

Positive		Negative		Neutral impact	X	Unknown Impact	
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8. Pregnancy and maternity *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Pregnant women and women with babies younger than 6 months old are more likely to be reliant on cars for travel. They may therefore be negatively impacted by increase in parking costs. However, the increase in parking charges and actual parking permit charge is very low when compared to the overall cost of keeping and using a car.

Positive		Negative	X	Neutral impact		Unknown Impact	
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9. Marriage and Civil Partnership (*Consideration is only needed to ensure there is no discrimination between people in a marriage and people in a civil partnership*)

It is anticipated that the impact of these recommendations on people in a civil partnership will be the same as for people who are married.

Positive		Negative		Neutral impact	X	Unknown Impact	
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10. Groups that cross two or more equality strands e.g. young black women

There are no accumulative impacts identified in this proposal on people who identify with more than one protected characteristic.

Outline the overall impact of the policy for the Public Sector Equality Duty:

- Could the proposal result in any direct/indirect discrimination for any group that shares the protected characteristics?
- Will the proposal help to advance equality of opportunity between groups who share a protected characteristic and those who do not?
- Will the proposal help to foster good relations between groups who share a protected characteristic and those who do not?

People aged 60 and over who are more reliant on cars may be affected by the inflationary increase to parking permits. This increase is very low and those individuals are also entitled to free public transport services.

Households with lower incomes may be effected by the increase in parking charges. This is more likely to include single parent households – more likely to be headed by women – and BAME households (who in Haringey generally have lower incomes than non-BAME households). In addition, women are more likely to depend on cars due to pregnancy or because they are more likely to be primary carers to small children. The proposed increase in parking charges is very low, when compared to the overall cost of keeping and using a car.

6. a) What changes if any do you plan to make to your proposal as a result of the equality impact assessment?

Further information on responding to identified impacts is contained within accompanying EqIA guidance (part 11)

Outcome	Y/N
No major change: the EIA demonstrates the policy is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.	Y
Adjust the policy: the EIA identifies potential problems or missed opportunities. Adjust the policy to remove barriers or better promote equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy.	N
Continue the policy: the EIA identifies the potential for adverse impact or missed opportunities to promote equality. Clearly <u>set out below</u> the justifications for continuing with it. For the most important relevant policies, compelling reasons will be needed.	N
Stop and remove the policy: the policy shows actual or potential unlawful discrimination. It must be stopped and removed or changed.	N

6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

Impact	Action	Lead officer	Timescale

6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:

The impact will be monitored through feedback from residents, Ward Councillors and other representative groups.

7. Authorisation

EIA approved by David Murray
(Assistant Director)

Date 28th January 2019

8. Publication

Please ensure the completed EIA is published in accordance with the Council's policy.

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