

## EQUALITY IMPACT ASSESSMENT

The **Equality Act 2010** places a '**General Duty**' on all public bodies to have '**due regard**' to the need to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act;
- Advancing equality of opportunity between those with a 'relevant protected characteristic' and those without one;
- Fostering good relations between those with a 'relevant protected characteristic' and those without one.

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 protect characteristics, please proceed to stage 2 and complete a full Equality Impact Assessment (EqIA).

### Stage 2 – Full Equality Impact Assessment

An EqIA provides evidence for meeting the Council's commitment to equality and the responsibilities under the Public Sector Equality Duty.

**When an EqIA 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 EqIA process.

#### 1. Responsibility for the Equality Impact Assessment

<b>Name of proposal</b>	Disabled Parking Action Plan
<b>Service area</b>	Highways and Parking
<b>Officer completing assessment</b>	Simi Shah
<b>Equalities/ HR Advisor</b>	Fatimah Basama
<b>Cabinet meeting date (if applicable)</b>	9 March 2021
<b>Director/Assistant Director</b>	Mark Stevens, Assistant Director of Direct Services.

#### 2. Summary of the proposal

*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*

Parking provision, including the Disabled Blue Badge Scheme for those with disabilities, makes a considerable contribution to the independence and social inclusion of disabled residents. Local authorities are required to provide disabled parking bays that may be used solely by holders of Blue Badges. These kerbside parking bays, which make up the majority of Haringey's current disabled parking provision, exist to help those who qualify under the Scheme to park closely to local services and facilities, including training and skills development opportunities that support disabled residents into work. Blue Badge holders are permitted to park for free without a time limit in otherwise restricted environments. They are also allowed to park for up to three hours on yellow line restricted streets, except where a loading ban applies.

The Council also offers dedicated disabled parking bays to meet individual needs of qualifying residents. On 30 August 2019 changes to Blue Badge eligibility came into force by DfT which means more people with non-visible disabilities now qualify. An additional eligibility criterion for blue badge was introduced to allow for those who were unable to undertake any journey because it would cause them overwhelming psychological distress. This has led to applications for disabled parking bays being made available to individuals with non physical disabilities to access the service.

The proposed Disabled Parking Action Plan consolidates all measures being implemented to improve access to disabled parking services. In summary, these improvements cover:

- On-street infrastructure – an upgrade to all disabled parking bays so that their length meets the minimum statutory requirement of 6.6 metres as part of a dedicated programme to be completed by the end of the 2021/2022 financial year.
- Blue Badge Scheme – further enhancements to the Blue Badge Scheme to build on the changes that have already been made to deliver improvements in responsiveness, application handling, and assessment times, including exploring options for setting up an assessment site in the East of the borough.
- Fraud reduction – formalisation and wider communication of the current informal arrangement of offering a three-week parking restrictions exemption to Blue Badge holders where their badge is stolen.
- Communications – roll out of a communications plan that has been developed to raise awareness of changes to the Council's disabled parking offer.
- Cycle lanes – commitment to consider the impact of any cycle lanes proposed with a view to undertaking an individual Equality Impact Assessments where appropriate. This would be where a cycle lane is planned for a road which also has disabled parking, to ensure that the decision reached is fully informed and considers the impact on relevant protected groups.

Cabinet will be asked to approve the plan to upgrade all disabled parking bays and to formalise the three-week parking restrictions exemption for applicable residents.

This EQIA focuses on the proposal to upgrade all existing disabled parking bays to comply with the Traffic Signs Regulations and General Directions (TSRGD), as work has already commenced on several strands of the Disabled Parking Action Plan. The consideration of individual Equality Impact Assessments in relation to works on cycle lanes has also already been recognised and will be taken forward on a case-by-case basis.

It is envisaged that the main stakeholders who may be affected by this proposal are members of the public who live in, work in, or visit the borough, in particular those who use parking bays.

To summarise, the works will improve the independence and social inclusion of disabled residents and will aim to achieve this through expanding the size of disabled parking bays to maximise their accessibility. There may be negative implications for women and pregnant women, because they are more likely to be carers and are more likely to drive as a result, and are also more likely to have a fear of crime which could be compounded by an inability to find parking close to their home or destination. These are expected to be limited by ensuring that dedicated disabled bays are removed upon notification that they are no longer needed, ensuring that we maximise available parking for all road users. The negative implications will be mitigated through effective monitoring of parking in the borough. It is also anticipated that, through greater use of alternative transport as envisaged by the Transport Strategy, use

of vehicles in the area may be reduced, meaning there is likely to be sufficient capacity for residential parking even if residents need to park further away from their home. The decision is therefore a proportionate means of achieving legitimate aim. Overall, the decision will advance equality of opportunity for disabled residents and efforts will be made to mitigate against potential risks to relations between disabled and non-disabled people by the reduction of non-disabled parking.

### 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	<p>Haringey Equalities Profile  <a href="http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf">http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf</a>            ONS Dataset: Sandwich Carers  <a href="http://www.ons.gov.uk/people-in-work/sandwich-carers">Sandwich carers - Office for National Statistics (ons.gov.uk)</a>            Haringey Residents' Survey 2018: Data Tables  <a href="http://www.haringey.gov.uk/sites/haringeygovuk/files/XT_1452_Weighted_Final_Word.pdf">XT_1452_Weighted_Final_Word.pdf (haringey.gov.uk)</a>            GLA London Ward Profiles  <a href="https://londondatastore-upload.s3.amazonaws.com/instant-atlas/ward-profiles-html/atlas.html">https://londondatastore-upload.s3.amazonaws.com/instant-atlas/ward-profiles-html/atlas.html</a></p>	No impact
Gender Reassignment	<p>Haringey Equalities Profile  <a href="http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf">http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf</a></p>	No impact
Age	<p>Haringey Equalities Profile  <a href="http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf">http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf</a>            GLA London Ward Profiles  <a href="https://londondatastore-upload.s3.amazonaws.com/instant-atlas/ward-profiles-html/atlas.html">https://londondatastore-upload.s3.amazonaws.com/instant-atlas/ward-profiles-html/atlas.html</a>            Transport for London (TfL) Roads Taskforce Technical note 12:  <a href="http://content.tfl.gov.uk/technical-note-12-how-many-cars-are-there-in-london.pdf">http://content.tfl.gov.uk/technical-note-12-how-many-cars-are-there-in-london.pdf</a></p>	No impact
Disability	<p>Haringey Equalities Profile  <a href="http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf">http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf</a>            Haringey State of the Borough            PowerPoint Presentation (haringey.gov.uk)  <a href="https://data.gov.uk/dataset/01171494-e40b-463f-9967-56d158412321/statutory-duties-placed-on-local-government">https://data.gov.uk/dataset/01171494-e40b-463f-9967-56d158412321/statutory-duties-placed-on-local-government</a>            Blue Badge scheme local authority guidance (England) - GOV.UK (www.gov.uk)              TfL Report: Research to assess Blue Badge eligibility for people with non-physical disabilities</p>	No impact

	<a href="#">Research to assess Blue Badge eligibility for people with non-physical disabilities: final report (publishing.service.gov.uk)</a> Department for Transport Blue Badge scheme statistical data set <a href="#">Blue Badge scheme statistics: data tables (DIS) - GOV.UK (www.gov.uk)</a>	
Race & Ethnicity	Haringey Equalities Profile <a href="http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf">http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf</a>	No impact
Sexual Orientation	Haringey Equalities Profile <a href="http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf">http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf</a>	No impact
Religion or Belief (or No Belief)	Haringey Equalities Profile <a href="http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf">http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf</a>	No impact
Pregnancy & Maternity	Census 2011 TfL Roads Taskforce Technical note 12: <a href="http://content.tfl.gov.uk/technical-note-12-how-many-cars-are-there-in-london.pdf">http://content.tfl.gov.uk/technical-note-12-how-many-cars-are-there-in-london.pdf</a>	No impact
Marriage and Civil Partnership	Haringey Equalities Profile <a href="http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf">http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf</a>	No impact

**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.*

#### **Relevant data**

While equalities monitoring data is not available on users of parking bays, ward level data from sources such as the Office for National Statistics (ONS) is helpful in examining the impact of this proposal on different protected groups, as any disabled resident who meet established criteria may apply for a disabled parking bay, and residents of any property in a Controlled Parking Zone (CPZ) who keep and use a vehicle are eligible for residential and visitor permits. Other data sources include Haringey's State of the Borough report on the characteristics of Haringey's residents, ONS specific datasets, and data collected by Transport for London and the Department for Transport on Blue Badge issue and usage. This data is useful as the Council's criteria for awarding dedicated disabled parking bays include a requirement that the applicant is a Blue Badge holder. We also use public and statutory consultations to help identify issues affecting protected groups after implementation of changes.

#### **Key findings**

##### **Sex**

Just over half of Haringey's population is female (50.5%), in line with England and London (Census 2011). ONS data shows that women are more likely to take on caring roles (including caring for young children, elderly family members, or both) which might require them to use their vehicles more extensively. Their ability to find accessible parking may be negatively impacted by reductions in non-disabled parking bay size or reduced numbers of non-disabled parking bays as a result of upgrading the size of existing and future disabled parking bays, causing potential disadvantage to them in needing to park further from their destination. Data from the Haringey Residents' Survey also shows that women are more likely to feel unsafe in the area, and reduction in the availability of residential or other parking may have the impact of compounding this issue for female residents.

However, Census data also shows that 14.8% of women have disabilities which limit day to day activities, compared with 12.4% of men. Women with disabilities may therefore be more likely to benefit from the proposed changes to disabled parking bays.

### **Gender Reassignment**

This data is not held at a borough level. The Government Equalities Office estimates that there are between 200,000-500,000 transgender people in the UK. There is no evidence to indicate either positive or negative impact specifically because a person is undergoing gender reassignment.

### **Age**

Haringey has a relatively young population, with a quarter of the population under the age of 20, and 91% of the population aged under 65 (compared with 89% in London and 83% in England). Of the 25% of the population under 20, 7% have a long-term health problem or disability.

Census data also shows that the majority of residents with long-term health problems or disabilities are over 40 (76%). Data held by the Department for Transport demonstrates that, as of March 2020, 7,900 residents held a valid Blue Badge, representing 2.9% of the total borough population, with a ratio of 3.1 Blue Badges to every retired resident. This is compared to 2.7% of London's population and 4.3% for England.

### **Disability**

There is no universal definition of disability and Census data is collected on long term health problem or disability and self-reported health as proxies. 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. 5.7% of residents report being in bad health, slightly higher than England and London. Improvements in the size of disabled parking bays are likely to have a disproportionately beneficial impact on disabled residents of any age, who may have been awarded a designated disability parking bay outside of their home as a passenger if they do not drive, or who are likely to use generic disabled parking bays when accessing facilities and other public spaces and will benefit from improved accessibility to their vehicle.

While disability is not universally defined, TfL research and guidance highlights the existence and impact of non-physical disabilities, including learning disabilities, long-term mental health conditions, and severe cases of gastroenterological conditions. While granular data for Haringey is not available on these types of disabilities, it is reasonable to assume that these conditions affect the proportion of Haringey's residents who reported as having a health condition that affected their ability to carry out day-to-day activities, either a little or a lot, and that changes to disabled parking bays would have a beneficial impact on this group.

### **Race and Ethnicity**

Haringey is the fifth most ethnically diverse borough in the country and is the third-highest London borough for in-migration from Eastern European countries. 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. Haringey is one of the most deprived areas of the UK (24th out of 236 local authorities in the UK) with Job Seekers Allowance claims the 2nd highest in London. This is particularly concentrated in the wards to the east of the Borough, among whom BAME groups are overrepresented; for example, in Northumberland Park, the borough's most deprived ward and where BAME residents represent 83.4% of the population. It is likely that for many of these residents are likely to struggle with the cost of owning a vehicle and are therefore less likely to be impacted by changes to disabled parking bay sizes as they are less likely to need or use parking bays.

### **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 6,500 residents. There is no evidence that residents with this protected characteristic will be impacted by the proposal.

### **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%), Jewish (3%). Hindu (1.8%) and Sikh (0.3%). 25% of Haringey residents stated that they did not have a religion. This compares with 21% for London. Although there is no public data available on locations of religious buildings mapped to locations of disability parking provision, faith groups may be negatively impacted if the reprovisioning of kerb space impacts on their ability to find adequate parking provision in the vicinity of their places of worship.

### **Pregnancy and maternity**

There is no data collected that gives an accurate reflection of the numbers of pregnant women, or women with babies under 6 months, in Haringey. However, it is fair to presume that women in this protected group are more likely to rely on cars for travel and may be negatively impacted by changes which reduce the availability of non-disabled parking in the borough.

### **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. There is no evidence that residents in a civil partnership would be treated differentially compared to those who are married.

### **Conclusions**

The proposed changes to parking bay sizes will improve access for disabled motorists, especially those who use wheelchairs or other walking aids and those with non-visible disabilities, and encourage their participation in public life. However, to make these changes, parking bays used by individuals who share other protected characteristics may be negatively impacted through the reprovisioning of kerb space to accommodate longer length parking bays. This will result in a loss of residential parking spaces or short-term (paybyphone) parking bays near amenities in some roads.

We know that parking is important to residents, and that they are likely to react to changes to their parking provision. In addition to the possibility that changes to borough-wide disabled parking provision may impact on other protected groups of individuals, there may be a potential adverse impact on relations between disabled residents, as one protected group, and individuals who share a different protected characteristic, or no protected characteristics at all.

To mitigate against these potential issues, we will take steps to strike a balance between offering improved disabled parking and ensuring there is where possible sufficient parking for all residents and visitors, who may share different protected characteristics. Primarily, we will monitor residential disabled parking bays so that, if they are no longer required by the original applicant, they can be removed promptly as retaining a disabled parking bay where it is only used occasionally limits already scarce kerb space.

#### **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 outline which groups you may target and how you will have targeted them*

**Further information on consultation is contained within accompanying EqIA guidance**

The proposed works are statutory changes the Council is required to make in order to comply with DfT requirements and the TRSGD. In addition, representations were made to the Council by disability representative groups asking that those changes be implemented to meet the needs of disabled motorists.

It is proposed that the work is progressed via a statutory consultation with properties close to the affected bay/s being informed of the proposals including how they can object. All objections will be subject to formal consideration prior to measures being implemented.

#### **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?*

At this stage, we have not collected any findings from consultation activities. However, consultation will be undertaken prior to any change to bay dimensions. The feedback to this consultation will then be formally considered prior to any change to kerb space to demonstrate that the Council is taking into account perspectives of all individuals affected by the works, encompassing groups that share protected characteristics and those that do not, to ensure that the Council is upholding its obligations under the Public Sector Equality Duty. Any adjustments will be considered at that point and on a case-by-case basis.

## 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 EqlA guidance

### 1. Sex

Women make up 50% of Haringey's population. Women are also more likely to be the main carers of young children and/or elderly family members. The extension of disabled bays will reduce adjacent parking and may as a consequence reduce the number of residential parking bays. It may also impact of availability of short-term parking spaces in town centres and near other amenities.

This may impact on women, especially those with young children, who need to park near their homes for the safety and convenience of transporting children. Women may also feel vulnerable if they find it difficult to find a space to park near their homes during the late evening or at night.

The Council's Transport Strategy aims to reduce car use and encourage alternative more sustainable modes of transport, while ensuring appropriate access to disabled parking facilities. While the measures proposed will result in a reduction in adjacent parking spaces, there is still likely to be sufficient capacity for residential parking even if permit holders need to park further away from their home.

The roll out of other highways improvements such as LED lighting will improve public safety and have the potential to reduce crime. This will also reduce fear of crime among those who currently rely on car use to mitigate their fear of crime during evenings and night.

Positive		Negative	✓	Neutral impact		Unknown Impact	
----------	--	----------	---	----------------	--	----------------	--

### 2. Gender reassignment

There is no evidence or published information to indicate either positive or negative impact on people transitioning gender due to a change in kerb side parking allocation. The Government Equalities Office estimates that there are between 200,000-500,000 transgender people in the UK, but Haringey does not hold data on how many people in the borough identify as transgender.

It is not expected that people with this protected characteristic will be negatively or differentially affected by the provisioning of parking spaces.

Positive		Negative		Neutral impact	✓	Unknown Impact	
----------	--	----------	--	----------------	---	----------------	--

### 3. Age

The reprovisioning of kerb space may impact on older people who may as a result find it more difficult to find a parking space close to their home.

However, it is more likely that there will be positive benefits for older age groups, who are more likely to experience disabilities and/or have restricted mobility entitling them to apply for a Blue Badge and to apply for a disabled parking bay that allows them to park close to home.

Positive	✓	Negative		Neutral impact		Unknown Impact	
----------	---	----------	--	----------------	--	----------------	--

#### 4. Disability

Those with disabilities who have been awarded a Blue Badge will benefit from proposed changes by entitling them to a space which will allow them sufficient space to access their vehicle, in a location close to their home, or their workplace if applicable, where they have successfully applied for a dedicated disabled parking bay. It is anticipated that this will help support individuals with disabilities to achieve greater inclusion and independence, reducing social isolation.

Positive	✓	Negative		Neutral impact		Unknown Impact	
----------	---	----------	--	----------------	--	----------------	--

#### 5. Race and ethnicity

It is not expected that people with those protected characteristics will be negatively or differentially affected by the provisioning of parking spaces.

Positive		Negative		Neutral impact	✓	Unknown Impact	
----------	--	----------	--	----------------	---	----------------	--

#### 6. Sexual orientation

There are no statistics or other evidence to suggest that LGBTQ individuals would be negatively or positively affected by those proposals.

Positive		Negative		Neutral impact	✓	Unknown Impact	
----------	--	----------	--	----------------	---	----------------	--

#### 7. Religion or belief (or no belief)

There is no indication of any adverse or disproportionate impact on faith groups. However, the adjustment to any disabled bay near places of worship may reduce the level of adjacent parking bays for non-disabled motorists and impact on the ability of faith groups to find adequate parking near their places of worship.

The Council's Transport Strategy encourages sustainable modes of transport and the borough is well connected and well served by public transport for those who do not rely on cars to access amenities including places of worship.

Positive		Negative		Neutral impact		Unknown Impact	✓
----------	--	----------	--	----------------	--	----------------	---

#### 8. Pregnancy and maternity



Pregnant women and women with babies younger than 6 months old are more likely to be reliant on cars for travel. They may as a consequence be impacted by any loss in residential parking spaces or parking facilities in town centres, following adjustments to disabled parking bays.

It is at this point expected that sufficient parking spaces will continue to be available and the service will continually review overall provision and parking stress.

Positive		Negative	✓	Neutral impact		Unknown Impact	
----------	--	----------	---	----------------	--	----------------	--

## 9. Marriage and Civil Partnership

The 2011 Census indicated that Haringey had a higher proportion of couples in a registered same sex civil partnership than England and London. Proposals are unlikely to negatively impact on people in marriages or civil partnerships. People in marriages and in civil partnerships will be treated the same in all aspects.

Positive		Negative		Neutral impact	✓	Unknown Impact	
----------	--	----------	--	----------------	---	----------------	--

## 10. Groups that cross two or more equality strands e.g. young black women

Women who are pregnant or those with babies or young children may be negatively impacted in particular by proposals that affect their ability to find parking near their home or other amenities. However, the proposed changes are also more likely to benefit female residents with disabilities, given that there are more female than male residents with this 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 relevant protected characteristics?
- Will the proposal help to advance equality of opportunity between groups who share a relevant protected characteristic and those who do not?  
This includes:
  - a) Remove or minimise disadvantage suffered by persons protected under the Equality Act
  - b) Take steps to meet the needs of persons protected under the Equality Act that are different from the needs of other groups
  - c) Encourage persons protected under the Equality Act to participate in public life or in any other activity in which participation by such persons is disproportionately low
- Will the proposal help to foster good relations between groups who share a relevant protected characteristic and those who do not?

Those proposals are designed to improve the independence and social inclusion of disabled residents, who may find it more difficult to walk far, cycle or use public transport and are therefore at greater risk of feeling excluded from public life. This includes increasing access to education, training and employment.

It is recognised that extending the length of disabled parking bays may have a resulting impact on the size of adjacent non-disabled parking bays, or reduce the numbers of non-disabled parking spaces where these have to be repurposed for disabled parking spaces, and that there is a risk of this having a negative impact on relationships between disabled motorists and their neighbours or other road users. However, the changes are statutorily required to meet standards set by central government.

Other road users are not restricted in use of other forms of transport and may also still access parking facilities albeit they may need to walk further to their destination.

Other work underway, for example initiatives to reduce the fraudulent use of Blue Badges and a communications campaign to raise awareness of disabled parking schemes, will serve to foster good relationships between groups of individuals by encouraging better understanding of the needs of disabled motorists.

The monitoring of disabled parking bays and prompt removal of bays no longer required will also help foster good relationships by demonstrating that we are committed to ensuring the appropriate use of kerb space, also taking on board the Council's modal change aspirations.

Provide	<b>6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?</b>			
	Further information on responding to identified impacts is contained within accompanying EqIA guidance			
Outcome				Y/N
<b>No major change to the proposal:</b> Disabled parking bays need to be upgraded to the new dimensions to meet statutory requirements and promote equality for disabled motorists. Statutory consultation on proposals will provide the opportunity for anyone adversely impacted by proposed works to raise objections. Those objections will be formally considered by the Council prior to any measures being implemented. Where appropriate this will involve some mitigation.				Y
<b>Adjust the proposal:</b> the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality.				N
<b>Stop and remove the proposal:</b> the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.				N
	<b>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</b>			
<b>Impact and which relevant protected characteristics are impacted?</b>	<b>Action</b>	<b>Lead officer</b>		<b>Timescale</b>
This proposal may reduce parking spaces adjacent to disabled parking bays which could impact on <ul style="list-style-type: none"><li>- Women, including pregnant women and those with babies under 6 months old</li><li>- Older people</li></ul>	<ul style="list-style-type: none"><li>- The effective monitoring and management of parking bay provision</li><li>- Monitoring parking stress</li><li>- Reducing fraudulent use of Blue Badges</li><li>- Raising awareness of the disabled parking scheme and the roll it plays in the independence social inclusion of disabled residents, who cannot walk far, cycle or use public transport</li></ul>	Head of Highways and Parking		Ongoing

	<p><b>Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.</b></p> <p>Parking is quite an emotive subject. The reality in this case is that improving parking facilities for disabled motorists will impact on the parking arrangements of others. While public transport facilities are improving in terms of accessibility many disabled people are still restricted in their use. Therefore, car use may be the only way of achieving an independent life with access to all amenities, as well as education, training and employment.</p> <p>While mitigation will be considered, for example the reduction in fraudulent use of Blue Badges, with the anticipated effect of reducing parking stress and improving access to all road users, it will take time to achieve a notable reduction.</p> <p>The effective management of parking arrangements will also assist but may not mitigate an initial negative response from non-disabled residents, both those with and without protected characteristics, who may be already finding it difficult to park near their home.</p>
	<p><b>6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:</b></p>
	<p>The impact will be monitored through feedback from residents, consultations, Ward Councillors and other representative groups.</p>

<b>7. Authorisation</b>	
EqIA approved by ..... (Assistant Director/ Director)	Date .....
<b>8. Publication</b>	
<i>Please ensure the completed EqIA is published in accordance with the Council's policy.</i>	

Please contact the Policy & Strategy Team for any feedback on the EqIA process.