

## 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	Environment and Neighbourhoods		
<b>1. Responsibility for the Equality Impact Assessment</b>			
<table border="1" style="width: 100%;"> <tr> <td style="width: 30%;"><b>Name of proposal</b></td> <td>Operations fees and Charges review</td> </tr> </table>	<b>Name of proposal</b>	Operations fees and Charges review	
<b>Name of proposal</b>	Operations fees and Charges review		
process. <b>Service area</b>			
<b>Officer completing assessment</b>	Ann Cunningham		
<b>Equalities/ HR Advisor</b>	Alisha Muhmood and Louise HoptonBeatty		
<b>Cabinet meeting date (if applicable)</b>	10 December 2019		
<b>Assistant Director</b>	Eubert Malcom		

### 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*

Increase in permit charges proposed for event day-controlled parking zones.

The scheme is in alignment with Haringey's Parking Policies and the changes will affect event day visitor parking permits fits in with the objectives of road network management and the parking action plan.

The proposal will help to bring event day permit charges more in line with standard visitor permit prices and will encourage off-street parking. In addition, the scheme will help to tackle congestion and manage kerbside usage on Haringey's road network.

Local authorities introduce residential event day (previously known as match day) parking schemes, also known as event day-controlled parking zones (EZ), in areas where there is extreme parking pressure caused by the matches and events taking place, and where residents have confirmed support for proposals.

EZ 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 EZ operational hours, but non-permit holders are not permitted to park during the controlled hours. However, residents' visitors can be given visitor permits by the resident that they are visiting. Changes to EZ permit prices do not affect other visitor or resident permit pricing or validity. Disabled badge holders may park free of charge for unlimited periods in parking bays.

EZ charges also have no effect on business permit holders. Provision for businesses operating in the borough includes business permits for specific CPZs or borough wide for those who travel throughout the borough. Motorists visiting the borough may use Stop and Shop parking facilities (formerly known as 'pay & display') without being affected by changes to EZ permit charges.

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
- Department for Transport policy guidance
- 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.*

<b>Protected group</b>	<b>Service users</b>	<b>Staff</b>
Sex	<i>Haringey Equalities Profile</i> <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>	<i>No impact</i>
Gender Reassignment	<i>Haringey Equalities Profile</i> <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>	<i>No impact</i>
Age	<i>Haringey Equalities Profile</i> <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>	<i>No impact</i>
Disability	<i>Haringey Equalities Profile</i> <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>	<i>No impact</i>
Race & Ethnicity	<i>Haringey Equalities Profile</i> <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>	<i>No impact</i>
Sexual Orientation	<i>Haringey Equalities Profile</i> <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>	<i>No impact</i>
Religion or Belief (or No Belief)	<i>Haringey Equalities Profile</i> <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>	<i>No impact</i>
Pregnancy & Maternity	<i>Not available</i>	<i>No impact</i>
Marriage and Civil Partnership	<i>Haringey Equalities Profile</i> <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>	<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 event day parking permits. Data is not captured at the application stage. However, given that residents in any property in an EZ who keep and use a vehicle are eligible for residential and visitor permits, ward level data from ONS are used to evaluate the impact on different equalities groups. The changes to event day (EZ) permit prices are not assessed as offering either beneficial or negative impacts on any of the protected characteristics. Charges will remain lower than those applied for visitor permits

- **Sex:** Women make up 51% 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 event day permit scheme will have no differential impact by age, as the changes to permit prices only affect residents in event day 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 fifth most ethnically diverse borough in the country and one of the top four London boroughs for Eastern European incomers. 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 event day permit charges;** Residents on low incomes with vehicles registered to their address and who are on lower incomes may be negatively impacted by the increase in parking permit costs on event days. 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).

#### 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 EqlA 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 head single parent households. They could be negatively impacted by increase in parking costs for those who need to buy permits on event days, but will not be affected if they already hold a resident's parking permit. Furthermore, the proposed increase in event day parking charges is low when compared to the overall cost of running a car.

Positive		Negative	X	Neutral impact		Unknown Impact	
----------	--	----------	---	----------------	--	----------------	--

**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
----------	--	----------	--	----------------	--	----------------	---

**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)

People aged 65+ will continue to benefit from concessionary discounts on visitors parking charges. Those aged 60 and over continue to qualify for free public transport.

Positive		Negative	X	Neutral impact	X	Unknown Impact	
----------	--	----------	---	----------------	---	----------------	--

**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)*

The scheme will apply equally to all motorists and road users. Disabled badge holders are already allowed to park free of charge in restricted areas and this scheme will have no impact on this.

Positive		Negative		Neutral impact	X	Unknown Impact	
----------	--	----------	--	----------------	---	----------------	--

**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	
----------	--	----------	--	----------------	---	----------------	--

**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	
----------	--	----------	--	----------------	---	----------------	--

**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	
----------	--	----------	--	----------------	---	----------------	--

**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 event day parking costs. However, they will benefit from reduced parking congestion and increased availability of kerbside parking space. The increase in permit charges is relatively low when compared to the overall cost of keeping and using a car and the charge remains lower than that applied to visitor parking permits.

Positive		Negative	X	Neutral impact	X	Unknown Impact	
----------	--	----------	---	----------------	---	----------------	--

**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	
----------	--	----------	--	----------------	---	----------------	--

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

Groups that may be negatively affected include BAME households, single parent households, and women. Intersectional impacts may occur for individuals who fall into more than two of these groups.

#### **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 event days parking permit charges. This increase still keeps charges lower than those for visitor permits, and those aged 60+ are also entitled to free public transport services.

Households with lower incomes may be affected 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
<b>No major change:</b> 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
<b>Adjust the policy:</b> 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
<b>Continue the policy:</b> the EIA identifies the potential for adverse impact or missed opportunities to promote equality. Clearly <u>set out below</u> the <b>justifications for continuing</b> with it. For the most important relevant policies, <b>compelling reasons</b> will be needed.	N
<b>Stop and remove the policy:</b> 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 Eubert Malcolm  
(Assistant Director/ Director)

Date 29 November 2019

## 8. Publication

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

DRAFT