

## 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 protected 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>	Parking Transformation Programme
<b>Service area</b>	Environment and Neighbourhoods
<b>Officer completing assessment</b>	Greville Percival /
<b>Equalities/ HR Advisor</b>	Hugh Smith
<b>Cabinet meeting date (if applicable)</b>	
<b>Director/Assistant Director</b>	Eubert Malcolm

## 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*

1. The proposal covers three inter-related objectives which are part of the 'parking transformation programme' (PTP) designed to provide safe and accessible parking for all users and to discourage unnecessary use of vehicles in order to help lower air pollution and improve safety for all road users specifically including pedestrians and cyclists. The main elements of the policy are:

- Improved parking enforcement by means of additional CEOs and greater use of CCTV
- Parking charges (including diesel surcharge, increased charges for 2<sup>nd</sup> and additional vehicles) to discourage car use and encourage transition to use of lower-polluting vehicles;
- Offering additional payment facility through use of contactless / 'chip & pin' bank cards

1a New Enforcement Operating Model. This involves recruiting and deploying additional CEOs (most notably for events at the new Tottenham Hotspur Football Club stadium), and increased use of CCTV cameras in areas with high incidence of parking and related traffic contraventions. The objective is to better meet the need for efficient parking enforcement; without which the value and purpose of having parking controls in place is undermined.

1b Pricing Policy Charges and Inflation: Diesel surcharge, 2<sup>nd</sup> and subsequent parking permits issued per household, Permit inflation. This involves the introduction of dynamic permit charging models which will be made possible through the new Parking IT system, which is programmed for delivery in April 2020. Underpinning these measures is the objective to cut pollution and improve air quality and health.

1c Stop and Shop - Pay for Parking Stop (Contactless and Chip & Pin). Parking consultations have included feedback that many residents – especially those who do not drive regularly or who just make short local shopping trips - prefer to pay for parking by cash or card and do not like being required to use smart phone apps. It is therefore planned to introduce bank card payment facility in Haringey's 'town centre' shopping areas.

2. Key Stakeholders comprise all who use public parking facilities, and those who use public transport, walk, and cycle - including Haringey residents, businesses and services. Young children, expectant mothers, and older people are groups most at risk from toxic air pollutants.

3. The Parking Transformation Programme will be submitted to Cabinet for approval in January 2020

## 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	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>	No impact
Gender Reassignment	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
Age	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> 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
Disability	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
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> 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
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.*

## **Key Findings**

The PTP contains proposals to significantly reorganise parking fees and charges in order to meet Haringey's priorities by having a parking service which addresses significant challenges of traffic congestion, street safety and toxic air pollution. A failure to take action now will have severe impact on future generations of road users and Haringey's population as a whole. Collectively, the measures in the PTP are designed to encourage increased use of sustainable transport modes such as walking and cycling, and greater use of initiatives such as car clubs in order to improve air quality, and the street scene environment, as well as offering transport choice and improved health for residents.

Discouraging the use of diesel fuelled vehicles which are a major source of Nitrous Oxide (NO<sub>2</sub>) in London, will help improve air quality. In addition, measures to discourage multiple car ownership (multicar households) will also help reduce transport related CO<sub>2</sub> and NO<sub>2</sub> emissions.

Events at the new Tottenham Hotspur FC stadium require an enhanced Transport and Enforcement Plan, and Haringey has committed to a Code of Enforcement (CoE) to ensure that spectators and background traffic are managed safely. The Stadium Local Area Management Plan (LAMP) has been in place for nearly a year and the enhanced CoE which has been delivered through the New Operating Model has widely been viewed as a traffic management success. Increased enforcement of banned turns, yellow box junctions etc. will benefit road safety and reduce congestion, and will improve bus running times, which in turn encourages more people to use public transport instead of cars - and is essential for the environment.

The Ultra-Low Emission Zone (ULEZ) was introduced in central London in April 2019 and many more motorists commuting into central London who previously parked in the inner London area, are now choosing Boroughs such as Haringey in which to park close to the main transport hubs. This is why Haringey's protective measures such as diesel surcharges and Controlled Parking Zones, supported by improved enforcement, are essential – especially around transport hubs in Wood Green and Tottenham

Stop and shop (pay to park) machines to facilitate contactless and chip & pin card payments will be well received by businesses and their customers. Consultations and analysis of cashless payment transactions confirm that many customers cannot or do not like using contactless parking Apps such as Pay by Phone. The introduction of contactless and chip & pin card payment options will offer support to these customers and will benefit businesses and services in Haringey's Town Centres.

Haringey is one of the most deprived areas of the UK (24<sup>th</sup> out of 236). Job Seekers Allowance claimants are the 2<sup>nd</sup> highest in London. Therefore, some low-income households will struggle with the cost of car ownership if they drive older, higher polluting vehicles. By promoting practical alternatives to car travel and having less congested and healthier streets; the Parking Transformation Programme (PTP) will benefit all residents in terms of health and safety - specifically including those in deprived areas. The Council also needs to lead by example and ensure its own vehicle fleet and those of its contractors are ULEZ compliant

Although some protected characteristic groups are more likely to experience deprivation, it is anticipated that most will be positively impacted by the PTP. Less congested and less polluted roads help deal with obstructive parking which can delay buses and service vehicles. Less congested and less polluted roads also improve conditions for pedestrians and cyclists.

Vehicle emissions pollution is a major area of concern, especially in more deprived parts of the borough where take up of less polluting cars and car ownership in general remains lower than in

other areas. All residents will benefit from the reduced polluting emissions although the initial costs will impact more on those in low income groups who use higher polluting cars. However, car reduction measures and measures that improve air quality will benefit the borough as a whole.

Some groups may not be able to fully engage in 'active travel' and are likely to remain dependent on private vehicle use. Improved parking enforcement, and the introduction of contactless card payments will benefit protected groups such as those with disabilities and pregnant women by making it easier to park close to home and when using a car to visit local shopping areas for short stay parking.

### **Sex**

Improved parking enforcement: Positive impact.

The borough has a relatively equal gender split - just over half the population is female (50.5%) Improved enforcement will have positive impact by making it easier for all residents to park close to home and for all who need to use vehicles to easily find parking space when they need to use cars. The National Travel Survey: England 2014 reported that women are more likely to make short/local car trips as they tend to be the primary carers to young children, and elderly or disabled relatives. They may be negatively impacted by the ambition to reduce private car use but will benefit from cleaner air and reduced traffic congestion and improved availability of parking spaces that are often currently taken up by illegal or obstructive parking by non-local vehicles. Residents also report that the presence of uniformed parking enforcement staff helps discourage antisocial behaviour. Successive parking and highways consultations in Haringey have indicated that loitering men and antisocial behaviour are seen as major problems by residents, with females particularly vulnerable

Pricing Policy Charges:

Positive impact by discouraging households with multiple vehicles from taking up excessive parking spaces. The pricing policy will also discourage vehicles with high emissions and thereby improve air quality and reduce health inequalities. Research from 2013 found that men in Haringey are more than three times as likely to cycle as are women and any measures which make roads safer and less congested will encourage greater uptake of more sustainable transport options.

Stop and Shop payment options: Positive impact by making payments easier for all who need to use cars for local shopping trips. Payment by bank card will be introduced for 'pay to park' bays at Haringey's 'town centre' shopping areas.

### **Gender Reassignment**

There is no evidence or published information to indicate either positive or negative impact on people transitioning gender as a result of the proposals in the PTP

Improved parking enforcement:

Positive impact. Empirical research indicates that gender reassignment can increase the risk of hostile and antisocial behaviour, in which case a greater presence of on-street enforcement measures with more CEOs and CCTV coverage will help deter antisocial behaviour.

Pricing policy changes:

It is anticipated that people with this protected characteristic will not be negatively or differentially affected by changes to parking charges or the introduction of a diesel surcharge.

Stop and Shop payment options:

Positive impact. The ability to pay to park using bank cards has no negative or differential impact on this protected characteristic

## **Age**

Census data and the studies cited above confirm that older people are more likely to have disability or long term mobility restrictions. Older people are more likely to experience health issues and will therefore benefit from improved air quality but could be disadvantaged by parking restrictions and costs when having visitors. However, improved air quality will benefit older people and children as well as young people who spend more time on the streets.

Improved parking enforcement:

Neutral / Positive impact. Older residents with cars living in controlled parking zones will benefit from improved enforcement as this helps stop the incidence of unauthorised parking taking up residential parking space. A lack of enforcement may lead to greater incidence of unauthorised parking, which would disproportionately affect older residents and those with mobility impairments may not be able to walk far and need to park close to home. There will be no benefits from improved enforcement for those living in roads which are not subject to parking controls but, equally there will be no negative impact

Pricing policy changes: Positive and negative impact

Haringey has a relatively young population - a quarter of the population is under the age of 20. At present approximately 75% of the borough is covered by Controlled Parking Zones and increased charges and permit prices will negatively impact on older residents who are more likely to have mobility issues, drive older and diesel vehicles, and who rely on regular family/carer visits and will therefore need to purchase significant quantities of Visitor Permits. Conversely, both older people and young children will benefit from measures designed to discourage high pollutant vehicles and encourage sustainable travel modes. The main benefits will be in terms of improved health as a result of better air quality.

Stop and Shop payment options:

Positive impact for older residents who may not drive regularly and who may not have smartphones but who do need to drive to shops and services. Being able to pay by bank card (contactless or chip and pin) will be a major improvement over the current situation where stop and shop parking requires use of smartphone and App.

## **Disability**

There is no evidence to suggest adverse or disproportionate impact resulting from the proposals in the PTP based on this protected characteristic. The PTP measures are designed to reduce numbers of polluting vehicles on the streets and as such will reduce toxic pollutants such as NO<sub>2</sub>, PM<sub>10</sub> & PM<sub>2.5</sub>. This will particularly benefit people with pre-existing health conditions such as chronic obstructive pulmonary disease (COPD) and asthma.

Improved parking enforcement: Positive impact.

Census data shows that 14% of residents have a long-term health problem that limits their day to day activity. Improved enforcement will help ensure that disabled bays are not occupied by motorists without blue badges and having allocated bays will further ensure that blue badge holders can park close to home. Improved enforcement will also help keep roads free from obstructive parking and this will further assist motorists with disabilities to find parking space where they need it.

Pricing policy changes: Negative impact

While pricing policy designed to provide less congested roads and fewer high-polluting vehicles will have positive impact for those who need to use a car, disabled residents who require family and carer visits will be disadvantaged by having to buy quantities of higher priced visitor permits for their friends / family /carers and other visitors. The PTP should consider this aspect

Stop and Shop payment options: Positive impact

Those with disabilities who need to drive to local shops and services will benefit from the increased convenience of being able to make contactless bank card payments to park in stop and shop bays.

## **Race and Ethnicity**

There is no evidence to suggest adverse or disproportionate impact resulting from the proposals in the PTP.

Haringey is the 5th most ethnically diverse borough in the country. 66% of residents come from non-White British communities compared to 20% in England and 55% for London. Minority ethnic British communities in Haringey are concentrated in areas that have higher than average levels of air pollution. It is therefore expected that this group will greatly benefit from PTP measures to discourage high polluting vehicles, households with multiple vehicles as these will encourage improved air quality and a reduced exposure to pollution.

Improved parking enforcement: Positive impact

BAME communities in areas including Northumberland Park will benefit from improved enforcement designed to tackle parking congestion associated with the THFC stadium, as well as non-local and commuter parking in residential streets around the main transport hubs. Tottenham 'quality of life' consultations carried out by the council confirm that antisocial behaviour, crime and drug use/dealing is seen by residents as a severe problem and an increased presence of on street enforcement staff and use of CCTV are seen as measures that will help to address this.

Pricing policy changes: Positive and Negative impact

BAME communities are more likely to live in areas with high levels of air pollution and this measure will offer positive impact by reducing the number of older high polluting vehicles. Less congested roads and fewer high-polluting vehicles will have positive health benefits. However the Tottenham area has parking controls which operate for extended hours especially on match and event days and this is seen as a disadvantage by residents because of the restrictions on visitors resulting from the need to buy large numbers of visitor permits.

Stop and Shop payment options: Positive impact

Those who need to drive to use local shops and services will benefit from the facility to use contactless card payment for parking

## **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. There are no statistics or other evidence to suggest that LGB individuals would be negatively or positively affected by the PTP measures.

Improved parking enforcement: Neutral impact

All residents should benefit from the improvements which tackle obstructive and illegal parking as well as parking by non-local vehicles which reduces parking space for residents. There is no indication of any differential effect on this characteristic, and there could be some positive impact in terms of street safety as a result of improved on street enforcement staff presence and improved CCTV surveillance

Pricing policy changes: Neutral impact

This protected characteristic, in common with most residents should benefit from a parking pricing model which leads to reduced traffic congestion, improved availability of on-street parking space, improvements in air quality and reduction in exposure to pollution. There are disadvantages to all residents faced with increased permit charges if they drive high polluting or diesel cars, but there is no disproportionate or differential effect on this protected characteristic

Stop & Shop payment options

There is no expected disadvantage or differential effect, as having improved choice when paying for parking is a clear benefit to all those who need to drive to main shopping areas

### **Religion and Belief**

Haringey is highly diverse in terms of religion: Christianity 45% (less than London (48.4) and England (59.4%). The next most common religions were Muslim (14.3%) – higher than London (12.3%) - and Jewish (3%). Haringey has 1.8% of residents who are Hindu and 0.3% who are Sikh. 25% of Haringey residents stated that they did not have a religion. This compares with 21% in London.

It is considered, at this stage, that there are no specific needs identified for faith groups in the borough and therefore they should not be adversely or disproportionately impacted by any aspects of the PTP

#### Improved parking enforcement

While no specific needs have been identified for faith groups, some consideration needs to be given to parking arrangements at places of worship, as consultations indicate some difficulties can arise when those attending places of worship occupy residential parking spaces. While improved parking enforcement will not directly impact this, it is an issue to be monitored.

#### Pricing policy changes

There is no indication of any adverse or disproportionate impact on this protected characteristic as a result of changes to pricing policy.

#### Stop and Shop payment options

there are no specific parking needs identified for faith groups in the borough apart from parking needs when attending places of worship. As the payment options are designed to make it easier for all users of pay-to-park bays; there is no expectation of adverse or disproportionate impact

### **Pregnancy and Maternity**

Expectant mothers and those caring for young babies will benefit from parking controls which make it easier for residents and their visitors – including carers, to park close to home. Long term exposure to air pollution is associated with low birthweight (which leads to a higher risk of a range of complications and longer-term health effects), and although expectant mothers may not be able to access all of the opportunities available from measures designed to reduce car use, they, and babies and young children will benefit from improvements in air quality and reduction in exposure to pollution resulting from a reduction in high pollutant vehicles

#### Improved parking enforcement

There will be no adverse effect from improved enforcement the measure and could offer positive impact by helping to ensure availability of parking space close to home, and by making some positive contribution to safer streets; given that many residents report feeling safer as a result of on street and CCTV parking enforcement.

#### Pricing policy changes

Expectant mothers and those caring for young babies will benefit from parking controls which make it easier for residents and their visitors to find parking space. While a pricing policy which discourages use of polluting vehicles and increases costs of visitor permits will result in higher costs this will not have disproportionate effect on this group. By reducing the number of high polluting vehicles on streets and reducing traffic congestion, this measure will provide positive impact in terms of improved air quality and healthier streets – specifically including areas of deprivation where pollution is most evident.

#### Stop and Shop payment options

Improved choice when paying for parking in local town centre shopping areas will benefit this group along with all who need to use a car for shopping trips

### **Gender Reassignment**

The Equality and Human Rights Commission estimate that there are between 300,000-500,000

transgender people in the UK but Haringey does not hold data on how many people in the borough identify as transgender.

It is anticipated that people with this protected characteristic will not be negatively or differentially affected by any of the measures set out in the Parking Transformation Programme

#### Improved parking enforcement

Empirical research indicates that trans people can encounter hostile or antisocial behaviour, in which case measures including more on-street enforcement staff and CCTV surveillance may be beneficial in terms of street safety (less antisocial behaviour) and will not offer any disadvantage or adverse disproportionate impact.

#### Pricing policy changes

There is no adverse impact expected for this group. Any price increases will have adverse effect those on low incomes but there is no indication that this protected characteristic would be disproportionately affected. Empirical evidence suggest some increase in gender reassignment amongst young people in which case improved air quality as a result of pricing policies designed to reduce traffic pollution will have health benefits.

#### Stop and Shop payment options

This measure offering payment choice represents positive impact across all groups.

### **Marital status 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. The PTP measures will not cause adverse or differential impact on people in marriages or civil partnerships. People in marriages and in civil partnerships will be treated the same in all aspects of the PTP.

### **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

Public consultations are conducted regularly in-house on individual projects undertaken by Operations (Traffic Management) on controlled parking zones and their operating hours. Consultation reviews are planned across the borough including deprived areas such as Northumberland Park to assess parking issues and what changes or improvements may be needed. Our policy on all highways and parking consultations is to encourage residents and businesses to comment not only on proposed measures but more generally on issues affecting the street scene environment and the feedback received has informed measures in the Parking Transformation Programme (PTP). Thus we are aware of concerns amongst residents that a lack of parking enforcement is resulting in an increase in unauthorised parking by non-local vehicles in residential streets. Parking revenue surveys confirm that a lack of payment options in 'Stop and Shop' locations mean that many drivers who find it inconvenient or resent having to use smart phone parking apps, will risk getting a parking ticket because of the lack of payment options.

Market research studies including Tottenham Quality of Life Survey, and Green Lanes District Schemes will continue to inform the council of equalities issues and concerns that are important for residents' quality of life.

**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?*

Parking consultation results are published on the website and confirm that residents value the ability offered to park close to home and not have to walk long distances to get to and from their cars especially when carrying heavy shopping or accompanied by small children. The consultations also confirm that residents feel safer walking on roads which are not heavily parked because clearer roads give improved visibility and residents report feeling safer as a result.

Public consultations are conducted regularly in-house on individual projects undertaken by Operations (Traffic Management) on controlled parking zones, highways and road safety schemes. These confirm the need to improve parking enforcement and discourage the parking of trade vans, campers, non-local vehicles which are currently often left parked for long periods in residential streets and reduce parking space for residents. Haringey's policy of encouraging car-free housing developments is seen as a problem by many residents because many of those who live in the new developments have cars which are parked in nearby streets. A further problem shown by consultation is the growing number of households with multiple vehicles – many of which are not registered to the local address. While these parking issues have widespread affects, they also impact on those protected characteristics who need parking provision close to their homes. As a result, Haringey's PTP is designed to tackle the issues shown by consultations to be a significant problem for residents.

Haringey has not conducted research on the principal of the measures proposed in the Parking Transformation Plan because these are established national public policy instruments and have been subject to equality impact assessments. Specific measures will be subject to individual equality impact assessments and statutory consultation before being implemented by Haringey.

**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

**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)*

The PTP will deliver benefits to all residents regardless of sex. Women can be expected to benefit from reduced air pollution, greater road safety, and easier parking near where they live. As females are more likely to rely on private cars, they may be negatively impacted by costs of private car use. The PTP is not seeking to eliminate car use but to encourage sustainable travel and use of less polluting vehicles. Those who do need to use cars will be assisted by parking controls which make it easier to park close to home and to have parking space for visitors.

Positive	X	Negative		Neutral impact		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 no indication of any adverse impact. On balance, the presence of improved parking enforcement with more on-street visibility will help reduce antisocial behaviour which can present a threat to individuals who identify as a different gender to the one they were assigned at birth as this group is disproportionately represented among hate crime victims

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)*

Children and older people will benefit from less traffic congestion, improved air quality, and safer roads. Older people are more likely to be dependent on cars for travel, particularly as they are more likely to have a disability. They may be negatively impacted by reduction in private car use. The PTP is not seeking to eliminate car use but to encourage use of less polluting vehicles. Those who do need to use cars will be assisted by parking controls which make it easier to park close to home. Increased charges may impact adversely on those older people who rely on regular visits from family and from carers. Measures to mitigate any adverse effects will be identified in the consultations planned to review the operating hours of controlled parking zones

Positive	X	Negative	X	Neutral impact		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)*

Disabled people will benefit from parking space close to home, lower pollution levels, and safer streets. However, increased charges for visitor permits may adversely impact individuals with disabilities who require a higher than average number of home visits. Measures to mitigate any adverse effects will be identified in the consultations planned to review the operating hours of controlled parking zones

Positive	X	Negative	X	Neutral impact		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)*

This group are particularly vulnerable to poor air quality due to the overrepresentation of BAME communities in areas in Haringey where pollution levels are high. They will benefit accordingly from improvements in air quality resulting from reduced numbers and use of high polluting vehicles.

Positive	X	Negative		Neutral impact		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 there will be no differential or adverse impact of these recommendations on those who identify as LGB

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)*

There will be no differential or adverse impact of these recommendations on people in this protected group, on condition that parking provision is available near places of worship

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)*

Expectant mothers and mothers up to 6 months after birth will benefit from better air quality, and safer streets. Overall the PTP will have a positive impact on this characteristic

Positive	X	Negative		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**

To the extent that the PTP results in positive impacts for residents with particular protected characteristics, these positive impacts will be felt by:

- Older women
- Older people with disabilities
- BAME women
- BAME people with disabilities
- Older BAME people
- Young BAME people

Many people will identify with more than one protected characteristic. There are no cumulative adverse or positive impacts identified in this plan 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 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?

The Parking Transformation Programme (PTP) is not considered to result in any direct/indirect discrimination for any groups that share the protected characteristics.

The PTP is considered to bring benefits for all residents in Haringey. All residents will benefit from a reduction in traffic congestion and high polluting vehicles; improved health from being enabled to take up active travel options and from improved air quality; and safer streets. These are seen as mitigating against the impact of increased parking charges which do impact on low income groups. The PTP therefore represents a step towards addressing health inequalities affecting groups who share the protected characteristics.

The PTP may help to foster good relations between groups to the extent that it helps to address anti-social behaviour and hate crime through increased presence of enforcement officers and increased CCTV coverage.

**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

Outcome	Y/N
<b>No major change to the proposal:</b> the EqIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <u>If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.</u>	Y
<b>Adjust the proposal:</b> the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	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

**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 and which relevant protected characteristics are impacted?	Action	Lead officer	Timescale
Reducing the reliance on	Provide a range of options	AD Planning	

the private car affects young children and their carers (more likely to be women); pregnant women; disabled people; and older people.	for those who want to choose more sustainable modes of transport but at the same time use consultations to collect views from those who do need to use cars	and Sustainability	Ongoing
Changes to and extension of parking charges can impact adversely on those who rely on regular visits from family and from carers	The needs of those affected will be addressed in further consultations and reviews on the operation of controlled parking zones	AD Planning and Sustainability	Ongoing

**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 consultation feedback from residents and accompanied by monitoring of policy and practice in other London Boroughs, and through reports produced by the Department for Transport, and London Councils.

**7. Authorisation**

EqlA approved by ..... (Assistant Director/ Director)	Date .....
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**8. Publication**

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

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