**Equality Impact Assessment**

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| **Name of Project** | Parking Charge Increases |  | **Cabinet meeting date**  ***If applicable*** | 9/2/16 |
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| **Service area responsible** | Traffic Management |  |  |  |
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| **Name of completing officer** | Ann Cunningham |  | **Date EqIA created** | 30 September 2014 |
|  |  |  |  |  |
| **Approved by Director / Assistant Director** |  |  | **Date of approval** |  |
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**The Equality Act 2010** places a ‘**General Duty’** on all public bodies to have ‘**due regard’** to:

* **Eliminating discrimination, harassment and victimisation**
* **Advancing equality of opportunity**
* **Fostering good relations**

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

Haringey Council also has a ‘**Specific Duty’** to publish information about people affected by our policies and practices.

**All assessments must be published on the Haringey equalities web pages. All Cabinet papers MUST include a link to the web page where this assessment will be published.**

This Equality Impact Assessment provides evidence for meeting the Council’s commitment to equality and the responsibilities outlined above, for more information about the Councils commitment to equality; please visit the Council’s website.

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| **Stage 1 – Names of those involved in preparing the EqIA** |  |
| 1. Project Lead – Ann Cunningham | 5. |
| 1. Equalities / HR – Inno Amadi/Tina Ohagwa | 6. |
| 1. Legal Advisor (where necessary) | 7. |
| 1. Trade union | 8. |

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| **Stage 2 - Description of proposal including the relevance of the proposal to the general equality duties and protected groups** |
| **Inflationary increase to parking charges ( backdated) and the introduction of an administration fee for the issue of Spurs Event Day Residential Parking Permits**.  The assessment will focus on the proposed increase to parking charges. To assess the impact it is necessary to set out the aims of the parking services and other essential background information.  Parking controls are a vital traffic management tool that keeps traffic moving, maintains road safety, and promotes the social and economic revitalisation of the borough’s town centres, by ensuring that the limited amount of space that may be used for parking is made available to those who need it.  Local authorities introduce residential parking schemes, also know as controlled parking zones (CPZs) in areas where there is need for traffic management intervention and there is majority support from residents for this intervention. Those schemes give residents preferential treatment when parking in the street around their home. Residential permit holders can park without restriction throughout the CPZ operational hours, but non-permit holders can only park for a limited period, usually for up to two hours. Visitors who wish to park for longer than the permitted time on pay and display bays can be given a visitor permit by the resident that they are visiting, for which a charge applies. Disabled badge holders may park free of charge in CPZs and in stop and shop areas.  CPZs are only implemented following extensive public consultation and where there is community support for the introduction of those measures.  Income from parking and traffic enforcment is ringfenced for transport related projects and is reinvested into the transport infrastructure, for example highway maintenance that supports the community at large and concessionary travel which offers free bus and tube travel for elderly and disabled residents. The recovery processes set out in legislation provides a legal appeal process to deal with disputes about liability. The council considers mitgation at the earliest stage ( following PCN issue) and all debt precovery process include legal requirements for dealing with vulnerable debtors.  **Charging policy**  The Council first introduced CPZs in the central and eastern parts of the borough. New zones were all implemented at the same permit charge. There was no justification from a traffic management point of view of charging different rates, and it did not emerge as an issue from the consultation undertaken prior to implementation of those CPZs. The only exception being Spurs where restrictions only apply only during home games and permits are issued free of charge.  Permit charges are linked to vehicle CO2 emissions, which supports the Councils wider policy objective of tackling climate change and encourages the use of more fuel efficient cars. It also means that a much higher charge will apply to larger or higher polluting vehicles.  When setting or reviewing parking charges the Council considers:   * The Council’s transport and wider policy objectives * Statutory or legal requirements that may effect the setting of fees * Car ownership patterns * The increasing demand for parking * Traffic management issues * Market conditions – (parking charges in other boroughs) * Cost of delivering the service * Impact of charges on relevant stakeholders   The charge increases proposed are modest at 2.5%. |

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| **Stage 3 – Scoping Exercise - Employee data used in this Equality Impact Assessment**  **Identify the main sources of the evidence, both quantitative and qualitative, that supports your analysis. This could include for example, data on the Council’s workforce, equalities profile of service users, recent surveys, research, results of recent relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national.** | |
| **Data Source (include link where published)** | **What does this data include?** |
| These proposals do not impact on staff. Therefore an impact analysis is not required. |  |

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| **Stage 4 – Scoping Exercise - Service data used in this Equality Impact Assessment**  **This section to be completed where there is a change to the service provided** | |
| **Data Source (include link where published)** | **What does this data include?** |
| Equalities monitoring data is not available for holders of parking permits. Data is not captured at the application stage for any permits, or requested when consulting about the implementation or review of CPZs. However given that residents in any property in a CPZ who keep and use a vehicle are eligible for residential and visitor permits, ward level data from sources such as National Statistics are used for the purpose of evaluating the impact on different equalities groups.  Equalities monitoring data is not available for users of pay and display bays as shoppers and visitors will come from any area within the borough and elsewhere | Race, age, disability, gender, religion/belief /non belief, population and car ownership levels. |

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| **Stage 5a – Considering the above information, what impact will this proposal have on the following groups in terms of impact on residents and service delivery:**  **Positive and negative impacts identified will need to form part of your action plan.** | | | | |
|  | **Positive** | **Negative** | **Details** | **None – why?** |
| **Sex** | No | No |  | No overall change |
| **Gender Reassignment** | No | No |  | No overall change |
| **Age** | No | No |  | No overall change |
| **Disability** | No | No |  | No overall change |
| **Race & Ethnicity** | No | No |  | No overall change |
| **Sexual Orientation** | No | No |  | No overall change |
| **Religion or Belief (or No Belief)** | No | No |  | No overall change |
| **Pregnancy & Maternity** | No | No |  | No overall change |
| **Marriage and Civil Partnership** | No | No |  | No overall change |

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| **Stage 5b – For your employees and considering the above information, what impact will this proposal have on the following groups:**  **Positive and negative impacts identified will need to form part of your action plan.** | | | | |
|  | **Positive** | **Negative** | **Details** | **None – why?** |
| **Sex** | No | No |  | No impact on staff |
| **Gender Reassignment** | No | No |  | No impact on staff |
| **Age** | No | No |  | No impact on staff |
| **Disability** | No | No |  | No impact on staff |
| **Race & Ethnicity** | No | No |  | No impact on staff |
| **Sexual Orientation** | No | No |  | No impact on staff |
| **Religion or Belief (or No Belief)** | No | No |  | No impact of staff |
| **Pregnancy & Maternity** | No | No |  | No impact on staff |
| **Marriage and Civil Partnership** | No | No |  | No Impact on staff |

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| **Stage 6 - Initial Impact analysis** | **Actions to mitigate, advance equality or fill gaps in information** |
| Proposals will not impact more on any one target group, but may represent a higher proportionate increase on those on low household incomes. | The potential impact has been mitigated through the introduction of modest price increases.The 2.5% will involve an increase of between £56p and £5.57 for an annual permit. |

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| **Stage 7 - Consultation and follow up data from actions set above** | |
| **Data Source (include link where published)** | **What does this data include?** |
| Statutory notification will be undertaken prior to any charge increase being implemented. | N/A. |

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| **Stage 8 - Final impact analysis** |
| The assessment has not highlighted any under or over representation. The majority of CPZ coverage is in the central and eastern part of the borough due to population density and public transport provision ( this area is better serviced by British Rail and London underground services) and as a consequence there is more need for traffic restraint measures. Proposals may represent a higher proportionate increase on those on low income, but the proposed charge increase is relatively low, especially when considered in light of the overall cost of keeping and running a vehicle. |

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| **Stage 9 - Equality Impact Assessment Review Log** | | | | |
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| Review approved by Director / Assistant Director |  |  | Date of review |  |
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| Review approved by Director / Assistant Director |  |  | Date of review |  |

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| **Stage 10 – Publication** |
| Once this proposal is approved this EqIA will be published on the Counci website in accordance with the Council’s policy. |