



# Equality Impact Assessment

## Project or Service Template

Name of the proposal, project or service
Parking charges review

File ref:		Issue No:	
Date of Issue:		Review date:	

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## Part 1 – The Public Sector Equality Duty and Equality Impact Assessments (EIA)

**1.1** The Council must have due regard to its Public Sector Equality Duty when making all decisions at member and officer level. An EIA is the best method by which the Council can determine the impact of a proposal on equalities, particularly for major decisions. However, the level of analysis should be proportionate to the relevance of the duty to the service or decision.

**1.2 This is one of two forms that the County Council uses for Equality Impact Assessments, both of which are available on the intranet. This form is designed for any proposal, project or service. The other form looks at services or projects.**

### **1.3 The Public Sector Equality Duty (PSED)**

The public sector duty is set out at Section 149 of the Equality Act 2010. It requires the Council, when exercising its functions, to have “due regard” to the need to

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it. (see below for “protected characteristics”)

These are sometimes called equality aims.

### **1.4 A “protected characteristic” is defined in the Act as:**

- age;
- disability;
- gender reassignment;
- pregnancy and maternity;
- race (including ethnic or national origins, colour or nationality)
- religion or belief;
- sex;
- sexual orientation.

Marriage and civil partnership are also a protected characteristic for the purposes of the duty to eliminate discrimination.

The previous public sector equalities duties only covered race, disability and gender.

### **1.5 East Sussex County Council also considers the following additional groups/factors when carry out analysis:**

- Carers – A carer spends a significant proportion of their life providing unpaid support to family or potentially friends. This could be caring for a relative, partner or friend who is ill, frail, disabled or has mental health or substance misuse problems. [Carers at the Heart of 21stCentury Families and Communities, 2008]
- Literacy/Numeracy Skills
- Part time workers
- Rurality

### **1.6 Advancing equality (the second of the equality aims) involves:**

- Removing or minimising disadvantages suffered by people due to their protected characteristic
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people including steps to take account of disabled people's disabilities
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

NB Please note that, for disabled persons, the Council must have regard to the possible need for steps that amount to positive discrimination, to "level the playing field" with non-disabled persons, e.g. in accessing services through dedicated car parking spaces.

## **1.6 Guidance on Compliance with The Public Sector Equality Duty (PSED) for officers and decision makers:**

1.6.1 To comply with the duty, the Council must have "due regard" to the three equality aims set out above. This means the PSED must be considered as a factor to consider alongside other relevant factors such as budgetary, economic and practical factors.

1.6.2 What regard is "due" in any given case will depend on the circumstances. A proposal which, if implemented, would have particularly negative or widespread effects on (say) women, or the elderly, or people of a particular ethnic group would require officers and members to give considerable regard to the equalities aims. A proposal which had limited differential or discriminatory effect will probably require less regard.

1.6.3 *Some key points to note :*

- The duty is regarded by the Courts as being very important.
- Officers and members must be aware of the duty and give it conscious consideration: e.g. by considering open-mindedly the EIA and its findings when making a decision. When members are taking a decision, this duty can't be delegated by the members, e.g. to an officer.
- EIAs must be evidence based.
- There must be an assessment of the practical impact of decisions on equalities, measures to avoid or mitigate negative impact and their effectiveness.
- There must be compliance with the duty when proposals are being formulated by officers and by members in taking decisions: the Council can't rely on an EIA produced after the decision is made.
- The duty is ongoing: EIA's should be developed over time and there should be evidence of monitoring impact after the decision.
- The duty is not, however, to achieve the three equality aims but to consider them – the duty does not stop tough decisions sometimes being made.
- The decision maker may take into account other countervailing (i.e. opposing) factors that may objectively justify taking a decision which has negative impact on equalities (for instance, cost factors)

1.6.4 In addition to the Act, the Council is required to comply with any statutory Code of Practice issued by the Equality and Human Rights Commission. New Codes of Practice under the new Act have yet to be published. However, Codes of Practice issued under the previous

legislation remain relevant and the Equality and Human Rights Commission has also published guidance on the new public sector equality duty.

## Part 2 – Aims and implementation of the proposal, project or service

### 2.1 What is being assessed?

- a) **Proposal or name of the project or service.** Parking charges review.
- b) **What is the main purpose or aims of proposal, project or service?** The main purpose is to review and increase parking charges across the three different parking schemes to manage the demand for parking and to improve and reduce damage to the environment as set out in our Local Transport Plan (LTP). This would be achieved by increasing visitor permit prices and on street parking charges (approximately increasing them by 100%) to encourage the use of off street parking or more sustainable modes of transport. It is also proposed that resident permit tariffs charged in Eastbourne and Hastings are changed to follow the Lewes District model for resident permit charges to encourage the use of lower emission vehicles.

Each of the three Civil Parking Enforcement (CPE) areas were set up some years apart from each other and with varying types of parking provision to satisfy the needs of the local community. Different types of permits reflect the differing restrictions in each of the areas. Since their introduction, increasing car ownership and use and parking pressures are adding to the traffic management problems experienced by many towns both in terms of congestion on major routes. Additionally, this can increase vehicle- emitted pollutants to the detriment of air quality.

Alongside strategies that aim to encourage more sustainable modes of travel (for example car sharing, public transport, cycling or walking), managing the demand for parking can contribute to those wider transport planning objectives. The main way in which parking demand is managed has tended to be by limiting the supply of spaces available. This is traditionally achieved by on street parking schemes with controls on who is able to park, for how long and a charge to do so. Pricing also tends to be set at a level to encourage use of nearby off-street car parks.

- c) **Manager(s) and section or service responsible for completing the assessment**

Daniel Clarke, Parking Team Manager within the Transport and Operational Services in Communities, Economy & Transport Department.

### 2.2 Who is affected by the proposal, project or service? Who is it intended to benefit and how?

This proposal has the potential to affect all current users and future users of the on street parking schemes.

### 2.3 How is, or will, the proposal, project or service be put into practice and who is, or will be, responsible for it?

East Sussex County Council is responsible for the CPE schemes in East Sussex. Implementation of the proposals will be overseen by the Parking Team manager and the Head of Service for Transport and Operational Services.

A public consultation was carried out between 1 July and 11 August to gain feedback on the proposal for changes to the parking charges. This was publicised in the local press, on the Councils website, social media, all pay and display machines and all permit holders were written to.

NSL is contracted by the County Council to manage the enforcement, pay and display and permit service and will be expected to implement any operational changes. We will give people notice of the changes to in parking charges before being implemented using local press and social media and write to existing permit holders. Other Council departments and community partners will be important, such as the Communications Team.

**2.4 Are there any partners involved? E.g. NHS Trust, voluntary/community organisations, the private sector? If yes, how are partners involved?**

In July 2018 NSL, was appointed as our parking enforcement contractor for a period of five years, with the option to extend for a further five years beyond that.

**2.5 Is this proposal, project or service affected by legislation, legislative change, service review or strategic planning activity?**

Civil parking enforcement forms part of the Traffic Management Act 2004. This sets out the legislation and processes for the management and enforcement of parking schemes.

**2.6 How do people access or how are people referred to your proposal, project or service? Please explain fully.**

People access this service when parking in one of the CPE schemes, paying for permits and through on street parking charges.

**2.7 If there is a referral method how are people assessed to use the proposal, project or service? Please explain fully.**

There is no referral method.

**2.8 How, when and where is your proposal, project or service provided? Please explain fully.**

In Eastbourne and Hastings Boroughs and Lewes District we operate CPE schemes. Some parking restrictions apply at all times of the day every day of the year for example double yellow lines and zig zags at crossings, whilst others only apply on certain days and times for example permit restrictions and pay and display parking.

### Part 3 – Methodology, consultation, data and research used to determine impact on protected characteristics.

#### 3.1 List all examples of quantitative and qualitative data or any consultation information available that will enable the impact assessment to be undertaken.

Types of evidence identified as relevant have <b>X</b> marked against them			
	Employee Monitoring Data		Staff Surveys
	Service User Data		Contract/Supplier Monitoring Data
<b>x</b>	Recent Local Consultations		Data from other agencies, e.g. Police, Health, Fire and Rescue Services, third sector
	Complaints		Risk Assessments
	Service User Surveys		Research Findings
<b>x</b>	Census Data		East Sussex Demographics
	Previous Equality Impact Assessments		National Reports
	Other organisations Equality Impact Assessments	<b>x</b>	Any other evidence?

#### 3.2 Evidence of complaints against the proposal, project or service on grounds of discrimination.

We had no direct complaints about the proposed parking charges discriminating any against anyone with a protected characteristic.

#### 3.3 If you carried out any consultation or research on the proposal, project or service explain what consultation has been carried out.

Consultation was carried out between 1 July and 11 August 2019. The consultation was open to all members of the public, businesses and stakeholders.

Research into the three parking schemes and the rationale for the charges that were set when the schemes were introduced has been done. This included understanding

- the differences in the charges between the three schemes.
- Any changes to the charges that have been made since each of the schemes was introduced.
- Concerns about air quality.
- Changes to off street parking charges.

**3.4 What does the consultation, research and/or data indicate about the positive or negative impact of the proposal, project or service?**

Charges for on-street parking have not been significantly changed for several years as follows:

- Eastbourne October 2008
- Hastings January 2008
- Lewes July 2007

In that time off street parking charges in the district and boroughs have increased.

Since the last time charges were reviewed, the Retail Prices index (RPI) has increased:

Eastbourne 30%

Hastings 35%

Lewes 37%

Increasing concerns about reductions in air quality are leading to many local authorities setting higher parking prices for higher emission vehicles and some authorities are also investigating traffic management schemes that prohibit certain vehicle emission types altogether in city centres.

It is common practice across the country for on street parking charges to be set at a level above nearby off-street car parks, to retain some fiscal encouragement to use those facilities first and so minimise the pressure upon on street parking.

The consultation showed that there was support for implementing measures to reduce traffic congestion, improve air quality and reduce vehicle emissions in our town centres. There was also an indication greater encouragement should be made to promote the use of more sustainable modes of transport such as buses, cycling and walking.



## Part 4 – Assessment of impact

### 4.1 Age: Testing of disproportionate, negative, neutral or positive impact.

#### a) How is this protected characteristic reflected in the County/District/Borough?

Population estimates for 2016, East Sussex and Districts/Boroughs (Percentage)

Age group	0-15	16-24	25-34	35-44	45-54	55-64	65-74	75-84	85+
East Sussex	17.1	9.2	9.8	10.8	14.7	13.2	13.4	7.9	4
Eastbourne	17.2	10.1	11.2	11.5	13.4	11.9	12.3	7.8	4.5
Hastings	18.7	10.5	12.3	11.8	14.9	12.4	11	5.6	2.8
Lewes	17.4	8.8	9.6	11.1	14.9	13.2	13.1	8	4

Source: East Sussex in Figures, (ONS revised mid-year estimates - revised district level data, March 2018)

#### b) How is this protected characteristic reflected in the population of those impacted by the proposal, project or service?

We do not collect age information as part of the parking schemes.

#### c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?

People of all ages who park in an area of the CPE scheme where charges apply will be impacted by the increased charges.

Those people of working age who have to drive to work and choose to park in an area of the CPE scheme where charges apply, may be more impacted than other car users.

Retired people may have less disposable income to be able to pay the increased parking charges, but also have access to free bus travel. Children and young people under the age of 17 who do not drive will not be directly impacted by the proposals.

#### d) What is the proposal, project or service's impact on different ages/age groups?

As above, people of all ages who park in the controlled parking zones will be impacted by the increased charges.

#### e) What actions are to/or will be taken to avoid any negative impact or to better advance equality?

We will give people notice of the increase in charges and write to existing permit holders. Free bus travel will remain available for those eligible.

#### f) Provide details of the mitigation.

There is likely to be only minimal impact as a result of the service changes. As we do now, we will continue to consider the individual circumstances of any person adversely impacted.

**g) How will any mitigation measures be monitored?**

We will continue to monitor the responses to our customer satisfaction surveys and feedback from representative groups.

**4.2 Disability: Testing of disproportionate, negative, neutral or positive impact.**

**a) How is this protected characteristic reflected in the County /District/Borough?**

Residents with limiting long-term illness and disability, East Sussex and District (Percentage)

	East Sussex	Eastbourne	Hastings	Lewes
People with long-term health problem or disability	20.3	21	22.1	19.5
People without long-term health problem or disability	79.7	79	77.9	80.5
Day-to-day activities limited a little	11.2	11.3	11.5	10.9
Day-to-day activities limited a lot	9.2	9.7	10.6	8.7

Source: Census 2011, East Sussex in Figures.

Note that 'Day-to-day activities limited a little' and 'Day-to-day activities limited a lot' are as a proportion of the percentage of those with a long-term health problem or disability.

**b) How is this protected characteristic reflected in the reflected in the population of those impacted by the proposal, project or service?**

People with long term mobility disabilities are able to apply for a Blue Badge which is a government scheme to provide better access for those with mobility issues. Our parking schemes recognise this national scheme and have concessions in place for those with mobility problems.

**c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?**

No.

**d) What is the proposal, project or service's impact on people who have a disability?**

There will be no difference or change to the current arrangements.

**e) What actions are to/ or will be taken to avoid any negative impact or to better advance equality?**

The current arrangements will remain the same, therefore there will be no change to the impact.

**f) Provide details of any mitigation.**

We will continue to ensure that users are well informed of the ranges of parking concessions available. We will continue to listen to feedback from users to try to continue to improve accessibility.

**g) How will any mitigation measures be monitored?**

We will continue to monitor the proportion of permits sold to disabled or housebound customers using our permit system.

We will continue to monitor the responses to our customer satisfaction surveys and feedback from representative groups.

**4.3 Ethnicity: Testing of disproportionate, negative, neutral or positive impact.** Race categories are: Colour. E.g. being black or white, Nationality e.g. being a British, Australian or Swiss citizen, Ethnic or national origins e.g. being from a Roma background or of Chinese Heritage

**a) How is this protected characteristic reflected in the County /District/Borough?**

Ethnic group in 2011 – East Sussex and Districts (Percentage)

Ethnicity	All White	All Mixed	All Asian or Asian British	All Black or Black British	Other ethnic group
East Sussex	96	1.4	1.7	0.6	0.3
Eastbourne	94.1	1.8	2.8	0.8	0.5
Hastings	93.8	2.2	2.4	1.2	0.5
Lewes	96.6	1.3	1.4	0.4	0.3

Source: Census 2011, East Sussex in Figures

**b) How is this protected characteristic reflected in the population of those impacted by the proposal, project or service?**

We do not collect ethnicity information in connection with our parking schemes.

**c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?**

No. The proposals are not expected to have any specific impact on individuals from different ethnic backgrounds as it is considered that the service will continue to meet or support the needs of current and future users, regardless of ethnicity.

**d) What is the proposal, project or service’s impact on those who are from different ethnic backgrounds?**

As above

**e) What actions are to/ or will be taken to avoid any negative impact or to better advance equality?**

N/A

**f) Provide details of any mitigation.**

N/A

**g) How will any mitigation measures be monitored?**

N/A

**4.4 Gender/Transgender: Testing of disproportionate, negative, neutral or positive impact**

**a) How is this protected characteristic target group reflected in the County/District/Borough?**

Table 7: Population by gender in 2011 – East Sussex and Districts (Percentage)

	Females	Males
East Sussex	51.8	48.2
Eastbourne	52.2	47.8
Hastings	51.2	48.8
Lewes	51.4	48.6

Source: Census 2011, East Sussex in Figures

Statistics about the number of transgender people are not available from the 2011 Census. However, the Gender Identity Research & Education Society estimates that about 1% of the British population are gender nonconforming to some degree with numbers of trans boys and trans girls being about equal.

**b) How is this protected characteristic reflected in the population of those impacted by the proposal, project or service?**

We do not collect gender information in connection with our parking schemes.

**c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?**

One gender is not expected to be any more affected than another.

**d) What is the proposal, project or service's impact on different genders?**

See above.

**e) What actions are to/ or will be taken to avoid any negative impact or to better advance equality?**

N/A

**f) Provide details of any mitigation.**

N/A

**g) How will any mitigation measures be monitored?**

N/A

**4.5 Marital Status/Civil Partnership: Testing of disproportionate, negative, neutral or positive impact.**

**a) How is this protected characteristic target group reflected in the County/District/Borough?**

Table 9: Marital status in 2011 - East Sussex and Districts (Percentage)

Marital Status	Single	Married	In a registered same-sex civil partnership	Separated	Divorced	Widowed
East Sussex	29.1	48.4	0.3	2.7	10.7	8.7
Eastbourne	33.3	42.8	0.4	3	11.5	9.1
Hastings	36.5	39.2	0.3	3.7	12.8	7.4
Lewes	28.7	49.6	0.5	2.5	10.2	8.4

Source: Census 2011, East Sussex in Figures

**b) How is this protected characteristic reflected in the population of those impacted by the proposal, project or service?**

We do not collect marital status/ civil partnership gender information in connection with our parking schemes.

**c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?**

No. Our parking schemes are provided to all users irrespective of their marital status.

**d) What is the proposal, project or service's impact on people who are married or same sex couples who have celebrated a civil partnership?**

As above.

**e) What actions are to/ or will be taken to avoid any negative impact or to better advance equality?**

N/A

**f) Provide details of any mitigation.**

N/A

**g) How will any mitigation measures be monitored?**

N/A

**4.6 Pregnancy and maternity: Testing of disproportionate, negative, neutral or positive impact.**

**a) How is this protected characteristic target group reflected in the County/District/Borough?**

The crude birth rate per 1000 of population in East Sussex in 2016 was 9.5 (source: East Sussex in Figures), or around 1% of the population.

- b) How is this protected characteristic reflected in the population of those impacted by the proposal, project or service?**

We do not collect pregnancy or maternity information in connection with our parking schemes.

- c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?**

No. Our parking schemes are provided to all users irrespective of pregnancy.

- d) What is the proposal, project or service's impact on pregnant women and women within the first 26 weeks of maternity leave?**

As above.

- e) What actions are to/ or will be taken to avoid any negative impact or to better advance equality?**

N/A

- f) Provide details of the mitigation**

N/A

- g) How will any mitigation measures be monitored?**

N/A

**4.7 Religion, Belief: Testing of disproportionate, negative, neutral or positive impact.**

**a) How is this protected characteristic reflected in the County/District/Borough?**

Table 12: Religion in 2011 – East Sussex and Districts (Percentage)

Religions	East Sussex	Eastbourne	Hastings	Lewes
Christian	59.9	59.6	51.9	57
Buddhist	0.4	0.5	0.5	0.5
Hindu	0.3	0.4	0.5	0.3
Jewish	0.2	0.2	0.2	0.3
Muslim	0.8	1.5	1.3	0.6
Sikh	0	0.1	0	0
Other religions	0.7	0.6	0.7	0.6
No religion	29.6	29.2	36.6	32.5
Religion not stated	8.1	8	8.3	8.2

Source: Census 2011, East Sussex in Figures

**b) How is this protected characteristic reflected in the population of those impacted by the proposal, project or service?**

We do not collect religion or belief information in connection with our parking schemes.

**c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?**

No. Our parking schemes are provided to all users irrespective of religion or belief.

**d) What is the proposal, project or service's impact on the people with different religions and beliefs?**

As above.

**e) What actions are to/ or will be taken to avoid any negative impact or to better advance equality?**

N/A

**f) Provide details of any mitigation.**

N/A

**g) How will any mitigation measures be monitored?**

N/A

**4.8 Sexual Orientation - Gay, Lesbian, Bisexual and Heterosexual: Testing of disproportionate, negative, neutral or positive impact.**

**a) How is this protected characteristic reflected in the County/District/Borough?**

No local data is available on sexual orientation.

**b) How is this protected characteristic reflected in the population of those impacted by the proposal, project or service?**

We do not collect sexual orientation information in connection with our parking schemes.

**c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?**

No. Our parking schemes are provided to all users irrespective of sexual orientation.

**d) What is the proposal, project or service's impact on people with differing sexual orientation?**

As above.

**e) What actions are to/ or will be taken to avoid any negative impact or to better advance equality?**

N/A

**f) Provide details of the mitigation**

N/A

**g) How will any mitigation measures be monitored?**

N/A

**4.9 Other: Additional groups/factors that may experience impacts - testing of disproportionate, negative, neutral or positive impact.**

**4.9.1 Additional Factor 1: Carers**

**a) How are these groups/factors reflected in the County/District/ Borough?**

Provision of unpaid care in 2011 – East Sussex and District (Percentage)

	People provide no unpaid care	People provide unpaid care	Provides 1 to 19 hours unpaid care a week	Provides 20 to 49 hours unpaid care a week	Provides 50 or more hours unpaid care a week
East Sussex	88.7	11.3	7.5	1.3	2.5
Eastbourne	89.4	10.6	6.7	1.3	2.6
Hastings	89.5	10.5	6.3	1.5	2.7
Lewes	88.2	11.8	8.2	1.2	2.4

Source: Census 2011, East Sussex in Figures

**b) How is this group/factor reflected in the population of those impacted by the proposal, project or service?**



We do not collect carer information in connection with our parking schemes.

- c) Will people within these groups or affected by these factors be more affected by the proposal, project or service than those in the general population who are not in those groups or affected by these factors?**

The proposals are not expected to have any specific impact on individuals or organisations that provide care as the service will continue to meet or support the needs of current and future users. An increase to the cost of carer permits may impact some carers.

- d) What is the proposal, project or service's impact on the factor or identified group?**

Permits will still be available to individuals and organisations that provide care, any impact of a charge increase should be small.

- e) What actions are to/ or will be taken to avoid any negative impact or to better advance equality?**

The charges proposed have been calculated to cover the costs of the scheme. There will be no change to the availability of parking or permits.

- f) Provide details of the mitigation.**

The potential impacts of the service changes are likely to be small. As we do now, we will continue to consider the individual circumstances of any person adversely impacted.

- g) How will any mitigation measures be monitored?**

We will continue to monitor the sale of carer permits and the feedback from customer surveys.

#### **4.9.2 Additional Factor 2: Literacy and numeracy skills**

- a) How are these groups/factors reflected in the County/District/ Borough?**

There are areas of East Sussex which are among the top 10 most deprived wards in England for working age adults with no or low qualifications, or who cannot speak English well or at all. Parts of the county have an adult population with skills below a level which means they could compare products and services for the best buy, or work out a household budget.

There is variance across the county, Lewes has the lowest percentage at 3.7% of working age residents with no qualifications (2,200 residents). Source: Annual Population Survey, 2017, East Sussex in Figures.

- b) How is this group/factor reflected in the population of those impacted by the proposal, project or service?**

No information about literacy and numeracy is collected as part of our parking schemes.

- c) Will people within these groups or affected by these factors be more affected by the proposal, project or service than those in the general population who are not in those groups or affected by these factors?**

No.

- d) **What is the proposal, project or service’s impact on the factor or identified group?**

None.

- e) **What actions are to/ or will be taken to avoid any negative impact or to better advance equality?**

N/A

- f) **Provide details of the mitigation.**

N/A

- g) **How will any mitigation measures be monitored?**

N/A

#### 4.9.3 Additional Factor 3: Part time workers

- a) **How are these groups/factors reflected in the County/District/ Borough?**

Hours worked in 2011 – East Sussex and District (Percentage)

	East Sussex	Eastbourne	Hastings	Lewes
<b>In full-time employment</b>	<b>67.3</b>	<b>67.8</b>	<b>67.7</b>	<b>66.8</b>
Worked 31-48 hours	53.3	56	56.1	53.3
Worked 49 or more hours	14	11.9	11.6	13.5
<b>In part-time employment</b>	<b>32.7</b>	<b>32.2</b>	<b>32.3</b>	<b>33.2</b>
Worked 15 hours or less	11.2	10.7	9.7	11.4
Worked 16-30 hours	21.5	21.5	22.6	21.8

Source: Census 2011, East Sussex in Figures

- b) **How is this group/factor reflected in the population of those impacted by the proposal, project or service?**

No information about employment or part time workers is collected in connection with the parking schemes.

- c) **Will people within these groups or affected by these factors be more affected by the proposal, project or service than those in the general population who are not in those groups or affected by these factors?**

No. The impact will be no different to part time workers than other employment statuses.

- d) **What is the proposal, project or service’s impact on the factor or identified group?**

As above.

- e) **What actions are to/ or will be taken to avoid any negative impact or to better advance equality?**

N/A

- f) **Provide details of the mitigation.**

N/A

**g) How will any mitigation measures be monitored**

N/A

**4.9.4 Additional Factor 4: Rurality**

**a) How are these groups/factors reflected in the County/District/ Borough?**

Population by urban and rural areas in 2011 – East Sussex and District (Percentage)

	Urban	Rural
East Sussex	74	26
Eastbourne	100	0
Hastings	100	0
Lewes	77.1	22.9

Source: Census 2011, East Sussex in Figures

**b) How is this group/factor reflected in the population of those impacted by the proposal, project or service?**

The areas of the parking scheme where charges apply are all in urban areas. 26% of the county's population live in rural areas and may access urban areas for leisure, work or visiting family and friends.

**c) Will people within these groups or affected by these factors be more affected by the proposal, project or service than those in the general population who are not in those groups or affected by these factors?**

People from rural areas who travel to urban areas may be more impacted as they would more likely have to drive, whereas people in urban areas may be able to walk or use public transport.

**d) What is the proposal, project or service's impact on the factor or identified group?**

They may not visit urban areas as often and may combine trips to a town centre with other another purpose, for example work or visiting family.

**e) What actions are to/ or will be taken to avoid any negative impact or to better advance equality?**

We will give people notice of the increase in charges. Free bus travel will remain available for those eligible.

**f) Provide details of the mitigation.**

N/A

**g) How will any mitigation measures be monitored?**

N/A

**4.10 Human rights - Human rights place all public authorities – under an obligation to treat you with fairness, equality, dignity, respect and autonomy.**

Please look at the table below to consider if your proposal, project or service may potentially interfere with a human right.

<b>Articles</b>	
<b>A2</b>	<b>Right to life (e.g. pain relief, suicide prevention)</b>
<b>A3</b>	<b>Prohibition of torture, inhuman or degrading treatment (service users unable to consent, dignity of living circumstances)</b>
<b>A4</b>	<b>Prohibition of slavery and forced labour (e.g. safeguarding vulnerable adults)</b>
<b>A5</b>	<b>Right to liberty and security (financial abuse)</b>
<b>A6 &amp; 7</b>	<b>Rights to a fair trial; and no punishment without law (e.g. staff tribunals)</b>
<b>A8</b>	<b>Right to respect for private and family life, home and correspondence (e.g. confidentiality, access to family)</b>
<b>A9</b>	<b>Freedom of thought, conscience and religion (e.g. sacred space, culturally appropriate approaches)</b>
<b>A10</b>	<b>Freedom of expression (whistle-blowing policies)</b>
<b>A11</b>	<b>Freedom of assembly and association (e.g. recognition of trade unions)</b>
<b>A12</b>	<b>Right to marry and found a family (e.g. fertility, pregnancy)</b>
<b>Protocols</b>	
<b>P1.A1</b>	<b>Protection of property (service users property/belongings)</b>
<b>P1.A2</b>	<b>Right to education (e.g. access to learning, accessible information)</b>
<b>P1.A3</b>	<b>Right to free elections (Elected Members)</b>

## Part 5 – Conclusions and recommendations for decision makers

### 5.1 Summarise how this proposal/policy/strategy will show due regard for the three aims of the general duty across all the protected characteristics and ESCC additional groups.

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010;
- Advance equality of opportunity between people from different groups
- Foster good relations between people from different groups

The EqIA has considered the impact of the proposals on different groups. ESCC considers that by delivering these proposals and with the general provisions of the parking schemes as a whole, we are meeting our statutory duties under the Traffic Management Act, Local Transport Plan, the Equalities Act 2010 and our commitment to improve the environment.

The proposals have been developed to avoid a disproportionate impact on current users while helping to continue meeting the costs of the parking schemes. The proposed changes to on street parking charges (including permits) do not alter the nature of the provisions of the parking service.

### 5.2 Impact assessment outcome Based on the analysis of the impact in part four mark below ('X') with a summary of your recommendation.

X	Outcome of impact assessment	Please explain your answer fully.
	<b>A No major change</b> – Your analysis demonstrates that the policy/strategy is robust and the evidence shows no potential for discrimination and that you have taken all appropriate opportunities to advance equality and foster good relations between groups.	Our proposals are based on a thorough service review which has outlined where and how the parking charges can be adjusted to best meet the requirement for the scheme to self-financing, whilst continuing to meet the statutory duty to provide CPE schemes.
	<b>B Adjust the policy/strategy</b> – This involves taking steps to remove barriers or to better advance equality. It can mean introducing measures to mitigate the potential effect.	This EqIA has identified the groups most likely to be impacted as a result of the proposals and measures that could be put in place to reduce the negative impact on these groups.
x	<b>C Continue the policy/strategy</b> - This means adopting your proposals, despite any adverse effect or missed opportunities to advance equality, provided you have satisfied yourself that it does not unlawfully discriminate	We are satisfied that there is no unlawful discrimination as a result of the proposals and therefore no further changes are required as a result of this EqIA.
	<b>D Stop and remove the policy/strategy</b> – If there are adverse effects that are not justified and cannot be mitigated, you will want to consider stopping the policy/strategy altogether. If a policy/strategy shows unlawful discrimination it <i>must</i> be removed or changed.	

### 5.3 What equality monitoring, evaluation, review systems have been set up to carry out regular checks on the effects of the proposal, project or service?

The parking team will monitor the impact of the proposed changes through the sale of parking permits and on street parking sessions and customer satisfaction surveys.

Equality Impact Assessment

In addition, complaints arising from the proposed changes will be kept under review for a period of 12 months. The results of complaints and customer satisfaction surveys will be used to monitor whether there is any evidence of adverse impact of the changes on service users.

**5.4 When will the amended proposal, proposal, project or service be reviewed?** One year after implementation.

<b>Date completed:</b>	<b>10/10/2019</b>	<b>Signed by (person completing)</b>	<b>Richard Plant</b>
		<b>Role of person completing</b>	<b>Consultant</b>
<b>Date:</b>	<b>10/10/2019</b>	<b>Signed by (Manager)</b>	<b>Dan Clarke</b>

### Part 6 – Equality impact assessment action plan

If this will be filled in at a later date when proposals have been decided please tick here and fill in the summary report.

The table below should be completed using the information from the equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact
4. **If no actions fill in separate summary sheet.**

**Please ensure that you update your service/business plan within the equality objectives/targets and actions identified below:**

Area for improvement	Changes proposed	Lead Manager	Timescale	Resource implications	Where incorporated/flagged? (e.g. business plan/strategic plan/steering group/DMT)

### Accepted Risk

From your analysis please identify any risks not addressed giving reasons and how this has been highlighted within your Directorate:

Area of Risk	Type of Risk? (Legal, Moral, Financial)	Can this be addressed at a later date? (e.g. next financial year/through a business case)	Where flagged? (e.g. business plan/strategic plan/steering group/DMT)	Lead Manager	Date resolved (if applicable)