

Equality Impact Assessment – Stage One

We need to ensure that our strategies, policies, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a Stage Two Equality Impact Assessment is required.

Name of policy, strategy or function:	Budget Proposal 2016/17 Phase 2: Car Parks
Version and release date of item (if applicable):	
Owner of item being assessed:	Mark Cole
Name of assessor:	Mark Edwards
Date of assessment:	11 February 2016

Is this a:		Is this:	
Policy	Yes	New or proposed	Yes
Strategy	Yes	Already exists and is being reviewed	Yes
Function	Yes	Is changing	Yes
Service	Yes/		

1 What are the main aims, objectives and intended outcomes of the policy, strategy function or service and who is likely to benefit from it?	
Aims:	To increase income from parking charges.
Objectives:	To increase income from parking charges.
Outcomes:	Increased income.
Benefits:	Increased revenue will enable highway and transport improvements to be made.

2 Note which groups may be affected by the policy, strategy, function or service. Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.

(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)

Group Affected	What might be the effect?	Information to support this.
Disability	None as Blue Badge holders will still be entitled to free parking.	National scheme.
Age	Whilst parking charges may increase, no particular group will be disadvantaged.	
Gender Reassignment	Whilst parking charges may increase, no particular group will be disadvantaged.	
Marriage and Civil Partnership	Whilst parking charges may increase, no particular group will be disadvantaged.	
Pregnancy and Maternity	Whilst parking charges may increase, no particular group will be disadvantaged.	
Race	Whilst parking charges may increase, no particular group will be disadvantaged.	

Religion or Belief	Whilst parking charges may increase, no particular group will be disadvantaged.	
Sex and Sexual Orientation	Whilst parking charges may increase, no particular group will be disadvantaged.	
Further Comments relating to the item:		

3 Result	
Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?	No
Please provide an explanation for your answer:	
Will the policy, strategy, function or service have an adverse impact upon the lives of people, including employees and service users?	Yes
Please provide an explanation for your answer:	
Service users in general may need to pay more if they use the Council's parking services. However there will be no adverse effect on people with disabilities as Blue Badge holders will still be entitled to free parking.	

If your answers to question 2 have identified potential adverse impacts and you have answered 'yes' to either of the sections at question 3, then you should carry out a Stage Two Equality Impact Assessment.

If a Stage Two Equality Impact Assessment is required, before proceeding you should discuss the scope of the Assessment with service managers in your area. You will also need to refer to the Equality Impact Assessment guidance and Stage Two template.

4 Identify next steps as appropriate:

Stage Two required

No

Owner of Stage Two assessment:

Mark Cole

Timescale for Stage Two assessment:

Signed: Mark Edwards

Date: 11 February 2016
