

Equality Impact Assessment

**Car parks fees and charges
2024**

- **Background**

An Equality Impact Assessment is an improvement tool. It will assist you in ensuring that you have thought about the needs and impacts of your service/policy/function in relation to the protected characteristics. It enables a systematic approach to identifying and recording gaps and actions.

- **Legislation- Equality Duty**

As a local authority that provides services to the public, Charnwood Borough Council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to

- ✓ Eliminate discrimination, harassment, victimisation.
- ✓ Advance Equality of Opportunity
- ✓ Foster good relations

For the following protected characteristics:

- ✓ Age
- ✓ Disability
- ✓ Gender reassignment
- ✓ Marriage and civil partnership
- ✓ Pregnancy and maternity
- ✓ Race
- ✓ Religion and belief
- ✓ Sex (Gender)
- ✓ Sexual orientation

What is prohibited?

- ✓ Direct Discrimination
- ✓ Indirect Discrimination
- ✓ Harassment
- ✓ Victimisation
- ✓ Discrimination by association
- ✓ Discrimination by perception
- ✓ Pregnancy and maternity discrimination
- ✓ Discrimination arising from disability
- ✓ Failing to make reasonable adjustments

Complete this action plan as you go through the questions

- **Step 1 – Introductory information**

Title of the policy	Car parks fees and charges 2024
Lead officer and others undertaking this assessment	Karl Harrison – Car Parks and Civil Parking Enforcement Manager Gareth Harvey – Head of Regulatory and Community Safety
Date EIA started	17 May 2024
Date EIA completed	23 July 2024

- **Step 2 – Overview of policy/function being assessed**

Outline: What is the purpose of this policy? (Specify aims and objectives)

To review parking charges in Loughborough Town centre car parks. The policy is to review fees and charges in Loughborough Town Centre car parks. Charges have remained fixed for over 12 years while operational costs have increased. The proposed fees and charges have been simplified but will result in increases to reflect additional costs to deliver the service.

There are also fee changes to help manage and control the use of certain car parks

What specific group/s is the policy designed to affect/impact and what is the intended change or outcome for them?

While there is a cost increase which is transferred to the customer, it means that the car park operation remains viable for all user groups and the main contribution is from users (including visitors from outside of the Borough)

The Council already meets the requirement for provision of blue badge bays. There are no changes to the number of disabled parking bays or to the free 3-hour parking where it is available (there is no free disabled parking in Beehive Lane due to the barrier operation).

The proposed price increases will impact all user groups. It should be noted that the prices have previously remained fixed for over 12 years including during the recent period of high inflation. The costs to run the service has increased – therefore, a price increase is required to ensure the Council can continue to provide these amenities.

The proposed parking fees are comparable with other car parks in similar locations.

Which groups have been consulted as part of the creation or review of the policy?

- **Step 3 – What we already know and where there are gaps**

List any existing information/data do you have/monitor about different diverse groups in relation to this policy? Such as in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation etc.

Data/information such as:

- Consultation
- Previous Equality Impact Assessments
- Demographic information
- Anecdotal and other evidence

British Parking Association inspect the car parks - we have been awarded Park Mark Awards for all five car parks in Loughborough and also Disabled Parking Accreditation for Granby Street Car Park.

Previous parking places orders have been advertised before a legal order is made. There is opportunity for comments to be considered.

Customer feedback through comments and or complaints.e.g. following a customer comment, a bay at the leisure centre has been hatched out so that wheelchair users can get to the dropped kerb

It is not possible to collate diversity data from parking ticket sales.

What does this information / data tell you about diverse group? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating / monitoring? (Please list)

No outstanding diversity issues identified

● **Step 4 – Do we need to seek the views of others? If so, who?**

Considering the answers given in Step 2, do you need to consult with specific groups to identify needs / issues? If not explain why.

There are no changes to the current parking provision which will alter provision to any specific groups and warrant further consultation.

The public will be informed in advanced of the changes to the parking fees as part of a communication plan. Any feedback will be considered and responded to.

As part of the legal process, there is a period of consultation. The changes must be advertised in the local paper and locally on site. A draft copy of the Parking Places Order will be available for inspection. The Council is legally required to consider any responses and reply before “Making the Order”.

● **Step 5 – Assessing the impact**

Considering any data/consultation/information and your own knowledge, identify whether the policy has a positive or negative impact on the individuals or community groups who identify with any ‘protected characteristics’ and provide an explanation for your decision. Please refer to the general duties on the front page.

Age	<p>Price increases may be perceived to be a negative impact to older / retired customers with lower income.</p> <p>However, it is a neutral change as price increases are below or in line with inflationary increases over the period since the fees were last changed.</p> <p>Different payment options will be kept in place as some customers are not comfortable moving to cashless payments. Cash or card payments will remain an option, but other payment options will also be considered such as mobile phone Apps</p>
<p>Disability</p> <ul style="list-style-type: none"> ● Physical ● Visual ● Hearing ● learning disabilities ● mental health 	<p>Neutral change - No changes are proposed for “Blue Badge” parking.</p> <p>There will be no reduction in blue badge bays and where available free 3-hour parking will remain.</p>
Gender Reassignment (Transgender)	N/A – no specific impacts to this group from tariff changes which are applied to all user groups.
Race	Neutral – there are no changes to the parking fees or provision which will impact race.

	The car parks will have simplified parking tariff signage on site The Council has translation services available should more specific information if requested.
Religion or Belief (Includes no belief)	N/A– no specific impacts to this group from tariff changes which are applied to all user groups.
Sex (Gender)	N/A– no specific impacts to this group from tariff changes which are applied to all user groups.
Sexual Orientation	N/A– no specific impacts to this group from tariff changes which are applied to all user groups.
Other protected groups <ul style="list-style-type: none"> • Pregnancy & maternity • Marriage & civil partnership 	N/A– no specific impacts to this group from tariff changes which are applied to all user groups.
Other socially excluded groups <ul style="list-style-type: none"> • Carers • Low literacy • Priority neighbourhoods • Health inequalities • Rural isolation • Asylum seeker and refugee communities • Current and ex-armed HM forces personnel (Veterans) • Care experienced leavers 	N/A– no specific impacts to these groups from tariff changes which are applied to all user groups.

<p>Where there are potential barriers, negative impacts identified and/ or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.</p> <ul style="list-style-type: none"> • If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately. • Additionally, if you have identified adverse impact that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.
<p>There are no changes or barriers identified to the car park provision as a direct result of the proposed fee changes.</p> <p>The Council will endeavour to provide as much information as possible to help users in the car park: Clear car park signage is legally required on each site to detail the monetary fees required and payment options. These are large signs with clear text to explain fees and restrictions This information will be repeated through clear and full website pages.</p>
<p>Summarise your findings and give an overview as to whether the policy will meet Charnwood Borough Council's responsibilities in relation to equality and diversity (please refer to the general duties on the front page).</p>
<p>The car park operation is non-discriminatory, and customers are anonymous by the nature of the operation. There are no barriers introduced because of the proposed parking fees policy.</p> <p>We will continue to support equal access to the car parks for all users and maintain standards to industry guidelines.</p>

- **Step 6- Monitoring, evaluation, review**

Are there processes in place to review the findings of this Assessment and make appropriate changes? How will you monitor potential barriers and any positive/ negative impact?
Review customer feedback and comments and take appropriate rectification actions.
How will the recommendations of this assessment be built into wider planning and review processes? e.g. policy reviews, annual plans and use of performance management systems.
A bi-annual review of prices and tariffs will take place and increases will be made in line with inflation. In addition to the fees and tariffs report, a wider Parking Strategy is currently being finalised. This will ensure parking policy matches the Council's Corporate Plan. A parking strategy will be reviewed every 3 to 4 years.

- **Step 7- Action Plan**

Please include any identified concerns/actions/issues in this action plan. The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan			
Reference Number	Action	Responsible Officer	Target Date

- **Step 8- Who needs to know about the outcomes of this assessment and how will they be informed?**

	Who needs to know?	How they will be informed (we have a legal duty to publish EIA's)
Employees	Yes	This EIA will be circulated to employees who work with the car parking team.
Service users	Yes	This EIA will be published on the Council's website.
Partners and stakeholders	Yes	This EIA will be published on the Council's website.
Others	Yes	This EIA will be published on the Council's website.
To ensure ease of access, what other communication needs/concerns are there?		A hard copy of this EIA can be provided on request.

- **Step 9- Conclusion (to be completed and signed by the Service Head)**

Delete as appropriate
I agree with this assessment
Signed (Service Head): Gareth Harvey
Date: 23 rd July 2024

Please send completed & signed assessment to **Vicky Brackenbury** for publishing.