

Equality Impact Assessment [version 2.9]



Title– Introduction of Pay & Display parking at District Car Parks	
<input checked="" type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Growth and Regeneration – Management of Place	Lead Officer name: Dominic Hitchcock
Service Area: Traffic & Highways Maintenance	Lead Officer role: Infrastructure Manager

Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](http://sharepoint.com).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

Parking Services have undertaken a survey of all district car parks where parking is currently free, to determine if it would be feasible to introduce pay and display charges. The purpose of the exercise was to determine whether the existing time limited restrictions in the car parks were effectively delivering key aspects of the parking strategy and deterring long stay car parking in these locations.

The number of disabled bays and their location in each car park will be reviewed to improve facilities. There will be no charge or time limit for Blue Badge holders parking in disabled bays within the car park under the new traffic regulation order.

There may be a disproportionate impact for carers, parents, pregnancy/maternity on the basis that they are going to be more reliant on having their own vehicle, as well as low income families. Whilst there may be a disproportionate impact for these groups, the proposal is justifiable on the basis that the sites are unviable without bringing in charges, which are required to maintain the facilities, improve Car Park management by making enforcement processes more efficient, discouraging all day parking, maximising the use of space, and ensuring effective turnover of spaces to support the local economy. An attrition level of 25% reflects the anticipated modal shift to sustainable/active travel.

Parking Services propose to sell 4 car parks with low occupancy as demand for parking is low and as the only potential remaining free car parks, will operate at a cost to the service for the continued maintenance & upkeep:

Clayton St – Avonmouth & Lawrence Weston. Predominately in a residential area with unrestricted on street parking. This car park served a social club opposite, that’s no longer in use. Demand for parking is low at this location.

Harden Rd – Stockwood. Located next to a library and in in close proximity to local shops and medical centre. However, despite this location, demand for parking appears to be low.

Queens Rd – Hartcliffe & Withywood. This car park is in close proximity to the local community centre, church and local shops. Despite this location, demand for parking is low.

Ridingleaze – Avonmouth & Lawrence Weston. This car park is in close proximity to local shops, businesses and church. Despite this, demand for parking is low.

These wards have a relatively low proportion of minoritised ethnic residents, or non-Christian faith groups, however they do have some relatively high pockets of deprivation.

The Car Parks with proposed charges below are attached to or serve as follows:

Beechwood Road – Frome Vale

Located in between the Beechwood Club (community hall) and Beechwood Medical Practice and a short walk to local schools and businesses.

Callington Road – Brislington West

Located next to local shops and opposite a supermarket.

Chalks Road – St George West

Located next to St George Park. This car park also has ZedPod housing units installed on stilts, with parking retained below. Resident’s parking is not permitted, other than in line with the current restrictions. This car park is also a short walk from local shops & businesses on Church Road.

Derby Street – St George West

Located opposite Chalks Rd Car Park. This car park backs onto the local shops & businesses on Church Road. It’s also directly opposite a children’s nurse and is close to the local church & primary school. There are plans to install 8 modular housing units in the middle of this car park, reducing the capacity to 23, with parking spaces either side of the housing units.

Ducie Road – Lawrence Hill

Located in close proximity to local shops, business, railway station, parks, church and business park

Machin Rd – Henbury & Brentry

Located to the rear of local shops & businesses. Also in close proximity to the local Schools, library community centre & public open space.

Repton Rd – Brislington West

Located off Sandy Park Rd, this car park is a short walk from the local shops, businesses and church

Stoke View Rd – Eastville

Located off Fishponds Rd next to Stoke View Business Park and a short walk to local shops and businesses. 17 spaces are currently dedicated for permit holders.

Waverley Road – Avonmouth & Lawrence Weston

Located to the rear of Shirehampton Group Health Centre. Also in close proximity to local shops, businesses and church.

Westbury Hill – Westbury-on-Trym & Henleaze

Westbury-on-Trym Primary Care Centre is located within the car park. This car park is also off the High Street, serving the local shops, businesses and churches.

1.2 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If ‘No’ explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If ‘Yes’ complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

Yes No

[please select]

Step 2: What information do we have?

2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: <https://www.bristol.gov.uk/people-communities/measuring-equalities-success> .

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics and intelligence \(sharepoint.com\)](#). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](#); [Joint Strategic Needs Assessment \(JSNA\)](#); [Ward Statistical Profiles](#).

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](#) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](#) and [Stress Risk Assessment Form](#)

Data / Evidence Source	Summary of what this tells us
[Include a reference where known]	
Census 2011 and Census 2021 2011 Census Key Statistics About Equalities Communities	The Census details the demographic profile of Bristol. The first results of the 2021 census will not be available until Spring 2022, so demographic data is still informed by 2011 census and other population related documents (listed below)
The population of Bristol	Updated annually. The report brings together statistics on the current estimated population of Bristol, recent trends in population, future projections and looks at the key characteristics of the people living in Bristol.
New wards: data profiles Ward Profiles - Power BI tool	The Ward Profiles provide a range of datasets, including Population, Life Expectancy, health and education disparities etc. for each of Bristol's electoral wards.
Bristol Quality of Life survey 2020/21 final report Quality of Life 2020-21 — Open Data Bristol	The Quality of Life (QoL) survey is an annual randomised sample survey of the Bristol population, mailed to 33,000 households (with online & paper options), and some additional targeting to boost numbers from low responding groups. In brief, the 2020 QoL survey indicated that inequality and deprivation continue to affect people's experience in almost every element measured by the survey.

Quality of Life Indicator	% for whom inaccessible public transport prevents them from leaving their home when they want to
Bristol Average	11.8
Most Deprived 10%	14.2
16 to 24 years	25.9
50 years and older	10.6
65 years and older	13.9
Female	13.9
Male	9.6
Disabled	24.7
Black, Asian and minority ethnic	13.9
Asian/Asian British	6.8
Black/Black British	13.8
Mixed/Multiple ethnic groups	19.8
White	11.5
White Minority Ethnic	12.1
White British	11.4
Christian	11.5
Other religion	9.2
No religion or faith	12.0
Single parent	15.7
Two parent	6.2
No qualifications	13.4
Owner Occupier	9.9
Rented from housing association	16.8
Rented from the council	12
Rented from private landlord	16.7
Non degree qualifications	10.6

	Degree qualifications	12.1
	Part-time carer	9.9
	Full-time carer	23.8
	Carer (All)	13.2
	Parents (All)	<u>7.4</u>
	Lesbian, Gay or Bisexual	19.6

The following car parks have an average peak occupancy level of over 40% and are the sites where it is considered beneficial to introduce Pay & Display parking in order to promote short stay turnover, and encourage a modal shift away from the private car. We don't currently know who uses the car parks but as many are in the vicinity of local amenities it is likely that visitors to shops and health centres make up most short-term parkers, while long term parkers might be the people who work in local area. None of the sites are in a Resident's Parking Scheme Area or the City Centre.

Note, the 4 car parks that are proposed to be sold are also included for reference.

It appears from the data that there is a reasonable correlation between car ownership and deprivation deciles. These locations are likely to have the most buoyant local economies and the greatest demand for car parking – however this masks the fact that people will travel to areas with good local shops and amenities and the use of the car parks may not reflect the make up of the local populations.

District Car Parks	Spaces	Ward	LSOA	Deprivation IMD Decile	Average No Cars per household (Bristol = 1.04)
Clayton Street	45	Avonmouth & Lawrence Weston	E01014499	2	1.06
Ridingleaze	20	Avonmouth & Lawrence Weston	E01014638	1	1.06
Waverley Road	37	Avonmouth & Lawrence Weston	E01014493	2	1.06
Callington Road	23	Brislington West	E01014535	7	1.14
Repton Road	14	Brislington West	E01014531	6	1.14
Alexandra Park (Currently Closed)	24	Eastville	E01014572	3	1.04
Beechwood Road	67	Frome Vale	E01014590	3	1.07
Stoke View	40	Frome Vale	E01014588	3	1.07
Queens Road	14	Hartcliffe & Witherwood	E01014595	1	0.81
Machin Road	21	Henbury & Brentry	E01014605	1	1.09
Ducie Road	44	Lawrence Hill	E01033356	1	0.53
Chalks Road	59	St George West	E01014681	4	0.88
Derby Street	45	St George West	E01014681	4	0.88
Harden Road	30	Stockwood	E01014707	5	1.3
Westbury Hill	104	Westbury-on-Trym & Henleaze	E01014719	9	1.42
Total Off St	587				

2.2 Do you currently monitor relevant activity by the following protected characteristics?

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input type="checkbox"/> Gender Reassignment
<input type="checkbox"/> Marriage and Civil Partnership	<input type="checkbox"/> Pregnancy/Maternity	<input checked="" type="checkbox"/> Race
<input type="checkbox"/> Religion or Belief	<input checked="" type="checkbox"/> Sex	<input checked="" type="checkbox"/> Sexual Orientation

2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, then state this clearly with a justification.

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

We do not hold information on the protected characteristics of these groups in respect to car ownership, and usage of car parks however, we do have specific ward data on the protected characteristics identified above.

2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities. See <https://www.bristol.gov.uk/people-communities/equalities-groups>.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing change or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

The approach will be agreed through the decision pathway process but initial process to determine which, if any, sites to progress would potentially be based on:

- Sites surveys to assess usage levels
- Online consultation questionnaire
- Review with local councillors

2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

The approach will be agreed through the decision pathway process but initial process to determine which, if any, sites to progress would potentially be based on:

- Sites surveys to assess usage levels
- Online consultation questionnaire
- Review with Local Councillors

Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above, and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc. [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#)

3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

GENERAL COMMENTS (highlight any potential issues that might impact all or many groups)	
The introduction of pay and display charges will affect all users of the car park as they will have to pay for their parking whereas currently it is free, however those on fixed or low incomes would be disproportionately impacted by additional costs. Charges will initially be introduced at a low level to minimise the impact.	
Access to disabled parking facilities will not be reduced. There will be no parking charge or time limit for vehicles displaying a Blue Badge and parked in a Disabled Bay in any of the car parks, as is the current situation.	
The final proposals will be subject to statutory consultation as part of the Traffic Regulation Order making process.	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Some older people who are less mobile and less able to walk significant distances may be disproportionately impacted by additional costs
Mitigations:	Charges will initially be introduced at a low level to minimise the impact.
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Some Disabled people with impairments which mean they are more dependent on a motor vehicle as a driver or passenger may be disproportionately impacted by additional costs
Mitigations:	Blue Badge holders will be able to park for free as in all other BCC Pay & Display car parks. Charges will initially be introduced at a low level to minimise the impact.
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	People who are dependent on a motor vehicle as a driver or passenger because they are pregnant or have young children may be disproportionately impacted by additional costs.
Mitigations:	Charges will initially be introduced at a low level to minimise the impact.
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	

OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	The introduction of Pay & Display charges may have a disproportionate impact on low income households.
Mitigations:	Charges will initially be introduced at a low level to minimise the impact.
Carers	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	People who are dependent on motor vehicles to provide care for others may be disproportionately impacted by additional costs
Mitigations:	
Other groups [Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Looked after Children / Care Leavers; Homelessness]	
Potential impacts:	
Mitigations:	

3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

Those in low or fixed income households may include some pensioners and those in receipt of disability payments. These groups are likely to already be in receipt of concessions such as free public transport or Blue Badges which partially mitigate any rise in parking charges.

The parking charge also needs to be taken in the local context. A day ticket for bus travel in the Bristol area costs £5, a Park & Ride tickets costs £5. The proposed parking charges mean that customers can generally park for 4 hours for £4. It would undermine the Council's transport policies if parking in the city centre were so cheap that it deterred people from making more sustainable travel choices.

Efficient transport policies which reduce congestion and improve public transport efficacy and air quality will improve the environment for all residents and visitors to the city.

The Council's policies are focussed on reducing the dependence on the private car and encouraging those who can, to use alternative, more sustainable means of transport. These policies improve the environment for everybody while also helping those unable to make different choices by reducing the overall demand which in turn improves the turnover of spaces and provides more opportunity & better services to those who need it.

The Council is actively promoting active travel through improved walking and cycling facilities and initiatives.

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:
Those in low or fixed income households may include some pensioners and those in receipt of disability payments. These groups are likely to already be in receipt of concessions such as free public transport or Blue Badges which mitigate any rise in parking charges. However, pregnant women and women with children may be adversely affected, but we will introduce charges initially at a lower introductory rate.
Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:
The Council's policies are focussed on reducing the dependence on the private car and encouraging those who can, to use alternative, more sustainable means of transport. These policies improve the environment for everybody while also helping those unable to make different choices by reducing the overall demand which in turn improves the turnover of spaces and provides more opportunity & better services to those who need it.

4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale


4.3 How will the impact of your proposal and actions be measured?

How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

<ul style="list-style-type: none"> Monitoring of income generation Review of relevant Quality of Life indicators by equalities group
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Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director¹.

Equality and Inclusion Team Review: Reviewed by the Equality and Inclusion Team.	Director Sign-Off:  Patsy Mellor, Director Management of Place
Date: 9 January 2023	Date: 9 th January 2022

¹ Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.