

Equality Impact Assessment [version 2.9]



Title: Promote sustainable transport through parking policy (RPS)	
<input checked="" type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input 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 – Economy of Place and Management of Place	Lead Officer name: Jacob Pryor
Service Area: City Transport and Highways and Traffic	Lead Officer role: Transport Policy

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 \(EqIA\) \(sharepoint.com\)](https://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.

The proposal seeks to make 8 changes to the existing Resident Parking Schemes as follows:

- Increasing the cost of the 1st permit from £56/annum to £178/annum and introducing an inflationary increase every year thereafter to be agreed by Full Council.
- Realignment of the pricing of the St Phillips and Easton Resident Parking Schemes with other Resident Parking Schemes.
- Apply a 22% inflationary increase to business, customer, medical and trader permits.
- Increase the cost of visitor permits so that they cost the same as the hourly Pay and Display rate, and reduce the overall number available. (Noting that this does not apply to Essential Visitor Permits given to residents with care needs).
- Increase Pay and Display fees from £1.50/hour to £2/hour.
- Increase Clifton Village, Clifton East & Kingsdown RPS Pay and Display fees from £1.50/hour to £2.50/hour to manage demand in these areas.
- Removal of 30 minutes free parking in Pay and Display bays

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: All residents and businesses located within ES RPS and potentially all visitors too.		

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.

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	[please select]
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Step 2: What information do we have?

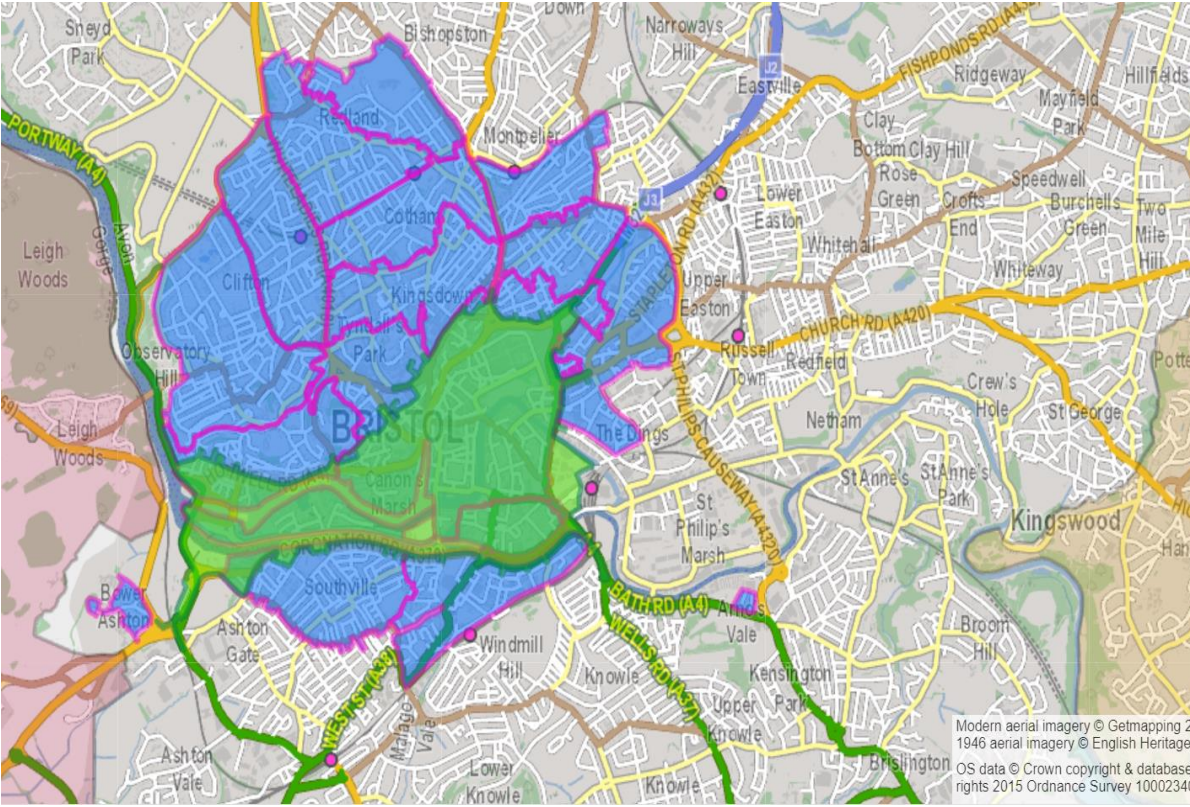
2.1 What data or evidence is there which tells us who is, or could be affected?

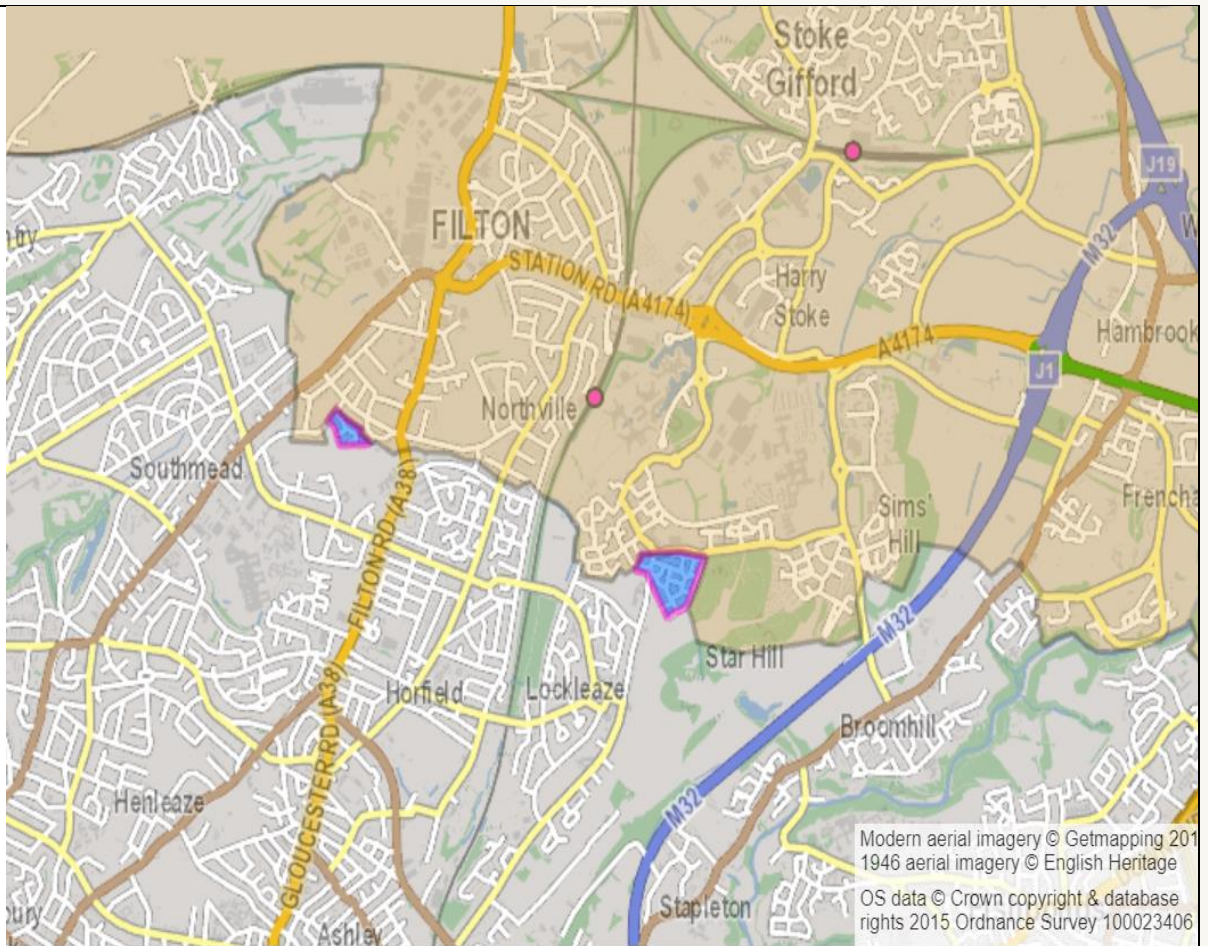
Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: <https://www.bristol.gov.uk/people-communities/measuring-equalities-success>.

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
RPS scheme map	<p>The RPS and CPZ cover Bristol city centre and the immediate surrounding neighbourhoods including:</p> <ul style="list-style-type: none"> - Bedminster East - Bower Ashton - Clifton East - Clifton Village - Cliftonwood and Hotwells - Cotham - Cotham North - East and St Phillips - Redcliffe - Redland - Southville - Spike Island - St Pauls <p>Smaller schemes also exist on Edward and Chatsworth Road, Pitlochy Close and Cheswick Village within the Bristol local authority boundary. The map below shows the RPS and CPZ inc. Edward and Chatsworth Road and the second map shows Pitlochy Close and Cheswick Village</p>  <p>Modern aerial imagery © Getmapping 2015 1946 aerial imagery © English Heritage OS data © Crown copyright & database rights 2015 Ordnance Survey 10002340</p>



It is important to note that RPS and CPZ boundaries do not trace local ward boundaries. With much of our data at the ward level this can present some challenges with interpretation of relevant datasets. That said it is possible to draw some broad themes and conclusions. The list of wards that contain RPS/CPZ schemes can be found below:

- Ashley
- Bedminster
- Brislington West
- Central
- Clifton
- Clifton Down
- Cotham
- Horfield
- Hotwells and Harbourside
- Lawrence Hill
- Lockleaze
- Redland
- Southville

Car Ownership (Census 2021)

The proposal impacts residents who have access to a vehicle living in an RPS area, therefore it is important to understand the levels of car ownership across the city.

Car availability: On average across Bristol 45.8% of households have access to 1 car or van; 21.6% have access to two cars of vans and 6.4% have access to 3 or more cars or vans. 26.2% of residents have no access to a car or a van. Against that baseline, the data for areas impacted by the proposal show the following results. Any significant deviations from the baseline have been highlighted bold for ease of interpretation:

Ashley: 46.2% (3844 households) with access to one car or van; **14.6% (1218 households) with access to 2 cars or vans;** 3.8% (320 households) with access to 3 or more cars or vans. 35.3% (2940 households) with no access to a car or van.

Bedminster: 49.1% (2839 households) with access to one car or van; 20.1% (1163 households) with access to 2 cars or vans; 4.9% (281 households) with access to 3 or more cars or vans. 25.9% (1497 households) with no access to a car or van.

Brislington West: 50% (2498 households) with access to one car or van; 22.8% (1138 households) with access to 2 cars or vans; 7.1% (356 households) with access to 3 or more cars or vans. 20.2% (1008 households) with no access to a car or van.

Central: 34.6% (2245 households) with access to one car or van; 6.8% (440 households) with access to 2 cars or vans; 1.3% (83 households) with access to 3 or more cars or vans. 57.3% (3720 households) with no access to a car or van.

Clifton: 47.2% (2676 households) with access to one car or van; 18.6% (1055 households) with access to 2 cars or vans; 4.7% (264 households) with access to 3 or more cars or vans. 29.5% (1673 households) with no access to a car or van

Clifton Down: 45% (2212 households) with access to one car or van; 18.2% (893 households) with access to 2 cars or vans; 6% (294 households) with access to 3 or more cars or vans. 30.9% (1521 households) with no access to a car or van

Cotham: 46.9% (2257 households) with access to one car or van; 19.2% (921 households) with access to 2 cars or vans; 5.1% (246 households) with access to 3 or more cars or vans. 28.8% (1384 households) with no access to a car or van.

Horfield: 46.4% (2522 households) with access to one car or van; 23.7% (1287 households) with access to 2 cars or vans; 7.3% (396 households) with access to 3 or more cars or vans. 22.6% (1225 households) with no access to a car or van.

Hotwells and Harbourside: 48% (1359 households) with access to one car or van; 9.6% (271 households) with access to 2 cars or vans; 2.5% (71 households) with access to 3 or more cars or vans. 39.9% (1131 households) with no access to a car or van.

Lawrence Hill: 41.1% (3148 households) with access to one car or van; 9.4% (717 households) with access to 2 cars or vans; 1.6% (125 households) with access to 3 or more cars or vans. 47.9% (3662 households) with no access to a car or van.

Lockleaze: 46.4% (2317 households) with access to one car or van; 21.3% (1061 households) with access to 2 cars or vans; 8% (401 households) with access to 3 or more cars or vans. 24.3% (1213 households) with no access to a car or van.

Redland: 48.5% (2505 households) with access to one car or van; 26.5% (1366 households) with access to 2 cars or vans; 7.3% (376 households) with access to 3 or more cars or vans. 17.7% (915 households) with no access to a car or van.

Southville: 49.1% (2837 households) with access to one car of van; 15.3% (885 households) with access to 2 cars of vans; **3.3% (191 households) with access to 3 or more cars of vans.** 32.2% (1861 households) with no access to a car or van

In terms of car ownership the wards affected are either very close to city average or significantly less reliant on (or unable to afford) a car/cars or a van/vans.

<p>Deprivation (Indices of Multiple Deprivation 2019)</p>	<p>Deprivation data from the census (see here) may provide some insight into the ability of residents to meet the cost of the new tariffs. We should treat this data with caution as it is not possible to draw a direct link between more financially deprived residents and car ownership e.g. someone may be in financial hardship but not be impacted by the proposals because they don't (or can't afford to) own a car.</p> <p>Overall, the deprivation data shows a mixed picture across the wards affected by this proposal. Wards such as Ashley, Brislington West, Central, Lawrence Hill and Lockleaze contain areas among the top 10% most deprived in the country. Conversely wards such as Clifton, Clifton Down, Redland and Southville contain some of the top 10 and 20% least deprived areas in the country.</p> <p>Almost all the wards contain a diverse range of more and less deprived areas.</p> <p>Of those wards with overall higher levels of deprivation there is a general trend that overall car ownership is lower. For instance, most of Lawrence Hill is in the top 10 most deprived areas of the country but contains much lower levels of car ownership than the city average.</p>																		
<p>Religion and Belief (Census 2021)</p>	<p>The table below shows the overall representation from 2021 Census data, of different faith groups and those with no religious beliefs in the city.</p> <table border="1" data-bbox="300 831 965 1182"> <tr> <td>No religion</td> <td>37.4%</td> </tr> <tr> <td>Christian</td> <td>32.2%</td> </tr> <tr> <td>Buddhist</td> <td>0.6%</td> </tr> <tr> <td>Hindu</td> <td>0.8%</td> </tr> <tr> <td>Jewish</td> <td>0.3%</td> </tr> <tr> <td>Muslim</td> <td>6.7%</td> </tr> <tr> <td>Sikh</td> <td>0.5%</td> </tr> <tr> <td>Other religion</td> <td>0.8%</td> </tr> <tr> <td>Not answered</td> <td>6.9%</td> </tr> </table> <p>More information about particular differences in the representation of different faith groups at a locality level can be found in the Census Data Tool (see here)</p> <p>The data shows that of the 13 wards affected by this proposal, 8 of them had significantly (>5%) lower populations of religious people and had higher populations of people with no religion. Only Lawrence Hill and Lockleaze had significantly higher religious populations than the city average.</p>	No religion	37.4%	Christian	32.2%	Buddhist	0.6%	Hindu	0.8%	Jewish	0.3%	Muslim	6.7%	Sikh	0.5%	Other religion	0.8%	Not answered	6.9%
No religion	37.4%																		
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Muslim	6.7%																		
Sikh	0.5%																		
Other religion	0.8%																		
Not answered	6.9%																		
<p>Population Age Profile (Census 2021)</p>	<p>Age profile data across the different wards impacted by this proposal can be found here and can be compared to the total Bristol population average below:</p> <p>Bristol: Total population = 472,465 Aged 0-15 years = 16.6%, 78,280 people Aged 16-24 years = 16.3%, 77,159 people Aged 25-34 years = 18.7%, 88,256 people Aged 35-49 years = 20.3%, 96,078 people Aged 50-64 years = 15.2%, 71,935 people Aged 65+ years = 12.9%, 60,760 people</p> <p>Many of the wards affected by the proposal are broadly in line with Bristol's overall age distribution. That said almost half of the wards (6 out of 13) have relatively young populations compared to the city average. Some of this is likely to be down to larger student populations such as in the Central Area, Clifton, Clifton Down, Cotham and Hotwells and Harbourside with Lawrence Hill the potential outlier in this regard.</p>																		

Population Ethnicity (Census 2021)

The table below shows the overall representation from 2021 Census data, by broad ethnicity categories in Bristol. However there are significant differences in particular localities. For more information about particular differences in the representation of different ethnicity groups at a locality level see the [Census Data Profile](#) tool.

Bristol ethnicity groups	2021 Census
Asian or Asian British	6.6%
Black or Black British	5.9%
Mixed or multiple ethnic groups	4.5%
White Other	9.5%
White British	71.6%
Other ethnic background	1.9%
<i>All Black Asian and minoritised ethnic</i>	<i>18.9%</i>

The data below shows the aggregated levels of representation for all Black, Asian and minoritised ethnic groups, compared to the White population in the Wards affected by this proposal. Significant deviations are highlighted in bold.

Bristol: Total population = 472,465

White total = 81.1%, 383,140 people

Black, Asian and Minority Ethnic* total = 18.9%, 89,325 people

*Asian/Asian British, Black/Black British, Multiple/Mixed groups, Other ethnic group

Ashley: Total population = 20,004

White total = **69.8%**, 13,960 people

Black, Asian and Minority Ethnic total = **30.2%**, 6044 people

Bedminster: Total population = 12,916

White total = 92%, 11,886 people

Black, Asian and Minority Ethnic total = 8%, 1030 people

Brislington West: Total population = 11,880

White total = 88.8%, 10,545 people

Black, Asian and Minority Ethnic total = 11.2%, 1335 people

Central: Total population = 18,391

White total = **65.7%**, 12,077 people

Black, Asian and Minority Ethnic total = **34.3%**, 6314 people

Clifton: Total population = 13,022

White total = 85.9%, 11,185 people

Black, Asian and Minority Ethnic total = 14.1%, 1837 people

Clifton Down: Total population = 11,428

White total = 85.1%, 9728 people

Black, Asian and Minority Ethnic total = 14.9%, 1700 people

Cotham: Total population = 11,524

White total = 86.8%, 10,002 people

Black, Asian and Minority Ethnic total = 13.2%, 1522 people

Horfield: Total population = 13,839

White total = 80.5%, 11,136 people

Black, Asian and Minority Ethnic total = 19.5%, 2703 people

	<p>Hotwells and Harbourside: Total population = 6034 people White total = 75.1%, 4534 people Black, Asian and Minority Ethnic total = 24.9%, 1500 people</p> <p>Lawrence Hill: Total population = 19,604 White total = 42.9%, 8417 people Black, Asian and Minority Ethnic total = 57.1%, 11,187 people</p> <p>Lockleaze: Total population = 13,394 White total = 67.8%, 9078 people Black, Asian and Minority Ethnic total = 32.2%, 4316 people</p> <p>Redland: Total population = 13,259 White total = 88.3%, 11,714 people Black, Asian and Minority Ethnic total = 11.7%, 1545 people</p> <p>Southville: Total population = 12,880 White total = 88.6%, 11,416 people Black, Asian and Minority Ethnic total = 11.4%, 1464 people</p> <p>The data shows that of the wards affected the majority (9 out of 13) are broadly in line with the city average. Ashley, Central, Lawrence Hill and Lockleaze have significantly lower proportions of people from a white background and higher representation among black, Asian and minority ethnic groups.</p>
<p>Health and Disability (Census 2021)</p>	<p>Using the Census 2021 definition of Disability - the data below shows the number of households with at least one Disabled person in wards affected by this proposal. Significant deviations are highlighted in bold</p> <p>Bristol: Total households = 191,637 Households with at least one Disabled person= 32.2%, 61,731 households</p> <p>Ashley: Total households = 8322 Households with at least one Disabled person= 30.2%, 2511</p> <p>Bedminster: Total households = 5780 Households with at least one Disabled person= 29.6%, 1711</p> <p>Brislington West: Total households = 5000 Households with at least one Disabled person= 29.2%, 1458</p> <p>Central: Total households = 6488 Households with at least one Disabled person= 25.1%, 1629</p> <p>Clifton: Total households = 5668 Households with at least one Disabled person= 25%, 1416</p> <p>Clifton Down: Total households = 4920 Households with at least one Disabled person= 24.7%, 1216</p> <p>Cotham: Total households = 4808 Households with at least one Disabled person= 26.6%, 1278</p> <p>Horfield: Total households = 5430 Households with at least one Disabled person= 33.3%, 1806</p>

	<p>Hotwells and Harbourside: Total households = 2833 Households with at least one Disabled person= 22.9%, 650</p> <p>Lawrence Hill: Total households = 7652 Households with at least one Disabled person= 32.2%, 2461</p> <p>Lockleaze: Total households = 4992 Households with at least one Disabled person= 38.1%, 1901</p> <p>Redland: Total households = 5162 Households with at least one Disabled person= 24.8%, 1282</p> <p>Southville: Total households = 5774 Households with at least one Disabled person= 27.4%, 1584</p> <p>The data shows that all but one of the wards (Lockleaze) are either in line with the city average or significantly lower than the city average.</p>
<p>Sexual Orientation (Census 2021)</p>	<p>The 2021 census data on sexual orientation is only available to view at Middle Super Output Area (MSOA) and higher geography levels. This is different to the data above which has been presented on a ward level.</p> <p>Bristol: Total population = 389,708 LGB+* population = 6.07%, 23,649 Straight or Heterosexual = 85.45%, 333,008 Not stated = 8.48%, 33,051 *includes gay or lesbian, bisexual, pansexual, asexual, queer and other groups</p> <p>Barton Hill: Profile population = 5763 LGB+ population = 5.22%, 301 people Straight or Heterosexual = 82.86%, 4775 people Not stated = 11.92%, 687 people</p> <p>Bedminster: Profile population = 9006 LGB+ population = 7.92%, 713 people Straight or Heterosexual = 83.77%, 7544 people Not stated = 8.32%, 749 people</p> <p>City Centre and Harbourside: Profile population = 7631 LGB+ population = 12.8%, 977 people Straight or Heterosexual = 75.19%, 5738 people Not stated = 12%, 916 people</p> <p>Clifton East: Profile population = 8484 LGB+ population = 9.29%, 788 people Straight or Heterosexual = 82.08%, 6964 people Not stated = 8.63%, 732 people</p> <p>Clifton Village: Profile population = 5599 LGB+ population = 8.25%, 462 people Straight or Heterosexual = 84.19%, 4714 people Not stated = 7.55%, 423 people</p> <p>Cotham: Profile population = 8117 LGB+ population = 8.81%, 715 people Straight or Heterosexual = 82.65%, 6709 people Not stated = 8.54%, 693 people</p>

Hotwells: Profile population = 6382

LGB+ population = 11.09%, 708 people
Straight or Heterosexual = 78.77%, 5027 people
Not stated = 10.14%, 647 people

Kingsdown: Profile population = 7931

LGB+ population = 10.26%, 814 people
Straight or Heterosexual = 79.74%, 6324 people
Not stated = 10%, 793 people

Redland and St Andrews: Profile population = 8921

LGB+ population = 8.35%, 745 people
Straight or Heterosexual = 83.21%, 7423 people
Not stated = 8.44%, 753 people

Southville: Profile population = 9353

LGB+ population = 7.78%, 728 people
Straight or Heterosexual = 84.95%, 7945 people
Not stated = 7.27%, 680 people

St Pauls: Profile population = 6479

LGB+ population = 10.13%, 656 people
Straight or Heterosexual = 78.3%, 5073 people
Not stated = 11.58%, 750 people

St Werburghs: Profile population = 5685

LGB+ population = 9.82%, 558 people
Straight or Heterosexual = 78.33%, 4453 people
Not stated = 11.86%, 674 people

Temple Meads: Profile population = 8801

LGB+ population = 11.57%, 1018 people
Straight or Heterosexual = 75.2%, 6618 people
Not stated = 13.24%, 1165 people

University and Brandon Hill: Profile population = 8142

LGB+ population = 11.69%, 952 people
Straight or Heterosexual = 77.32%, 6295 people
Not stated = 10.99%, 895 people

Westbury Park: Profile population = 7150

LGB+ population = 5.01%, 358 people
Straight or Heterosexual = 86.84%, 6209 people
Not stated = 8.15%, 583 people

The following RPS streets are very small locations in much larger Middle Super Output Areas (MSOAs), the data has been included for completeness.

Lockleaze: Profile population = 6150

LGB+ population = 3.93%, 242 people
Straight or Heterosexual = 86.44%, 5316 people
Not stated = 9.63%, 592 people

Monks Park: Profile population = 5613

LGB+ population = 5.34%, 300 people
Straight or Heterosexual = 86.64%, 4863 people
Not stated = 8.02%, 450 people

	<p>St Annes: Profile population = 8203 LGB+ population = 5.63%, 462 people Straight or Heterosexual = 87.1%, 7145 people Not stated = 7.27%, 596 people</p> <p>The data shows that of the MSOA areas affected by the proposal, the proportion of people in the LGB+ population are broadly in line with the city average. Larger populations (>10%) of LGB+ people can be found in City Centre and Harbourside, Hotwells, Kingsdown, St Pauls, Temple Meads and University and Brandon Hill, with Lockleaze the only MSOA with a noticeably lower population of LGB+ residents.</p>
<p>Gender Identity (Census 2021)</p>	<p>The 2021 census data on gender identity is only available to view at Middle Super Output Area (MSOA) and higher geography levels. This is different to the data above which has been presented on a ward level.</p> <p>Bristol: Total population = 389,708 Gender identity <u>different</u> from sex registered at birth = 0.83%, 3220 people Gender identity the same as sex registered at birth = 92.45%, 360,274 people Not stated = 6.73%, 26,214 people *Gender identity different from sex registered at birth</p> <p>Barton Hill: Profile population = 5764 Gender identity <u>different</u> from sex registered at birth = 2.43%, 140 people Gender identity the same as sex registered at birth = 85.44%, 4925 people Not stated = 12.13%, 699 people</p> <p>Bedminster: Profile population = 9006 Gender identity <u>different</u> from sex registered at birth = 0.64%, 58 people Gender identity the same as sex registered at birth = 93.17%, 8391 people Not stated = 6.18%, 557 people</p> <p>City Centre and Harbourside: Profile population = 7627 Gender identity <u>different</u> from sex registered at birth = 1.32%, 101 people Gender identity the same as sex registered at birth = 89.13%, 6798 people Not stated = 9.55%, 728 people</p> <p>Clifton East: Profile population = 8484 Gender identity <u>different</u> from sex registered at birth = 0.59%, 50 people Gender identity the same as sex registered at birth = 93.56%, 7938 people Not stated = 5.85%, 496 people</p> <p>Clifton Village: Profile population = 5597 Gender identity <u>different</u> from sex registered at birth = 0.68%, 38 people Gender identity the same as sex registered at birth = 93.87%, 5254 people Not stated = 5.45%, 305 people</p> <p>Cotham: Profile population = 8121 Gender identity <u>different</u> from sex registered at birth = 0.69%, 56 people Gender identity the same as sex registered at birth = 93.46%, 7590 people Not stated = 5.85%, 475 people</p> <p>Hotwells: Profile population = 6380 Gender identity <u>different</u> from sex registered at birth = 1.05%, 67 people Gender identity the same as sex registered at birth = 92.18%, 5881 people Not stated = 6.77%, 432 people</p>

Kingsdown: Profile population = 7931

Gender identity different from sex registered at birth = 1.13%, 90 people
Gender identity the same as sex registered at birth = 91.1%, 7225 people
Not stated = 7.77%, 616 people

Redland and St Andrews: Profile population = 8923

Gender identity different from sex registered at birth = 0.83%, 74 people
Gender identity the same as sex registered at birth = 93.15%, 8312 people
Not stated = 6.02%, 537 people

Southville: Profile population = 9354

Gender identity different from sex registered at birth = 1.06%, 99 people
Gender identity the same as sex registered at birth = 93.86%, 8780 people
Not stated = 5.08%, 475 people

St Pauls: Profile population = 6478

Gender identity different from sex registered at birth = 1.56%, 101 people
Gender identity the same as sex registered at birth = 89.3%, 5785 people
Not stated = 9.14%, 592 people

St Werburghs: Profile population = 5684

Gender identity different from sex registered at birth = 1.6%, 91 people
Gender identity the same as sex registered at birth = 88.88%, 5052 people
Not stated = 9.52%, 541 people

Temple Meads: Profile population = 8802

Gender identity different from sex registered at birth = 1.69%, 149 people
Gender identity the same as sex registered at birth = 87.29%, 7683 people
Not stated = 11.02%, 970 people

University and Brandon Hill: Profile population = 8141

Gender identity different from sex registered at birth = 1.15%, 94 people
Gender identity the same as sex registered at birth = 90.5%, 7368 people
Not stated = 8.34%, 679 people

Westbury Park: Profile population = 7152

Gender identity different from sex registered at birth = 0.46%, 33 people
Gender identity the same as sex registered at birth = 93.88%, 6714 people
Not stated = 5.66%, 405 people

The following RPS streets are very small locations in much larger Middle Super Output Areas (MSOAs), the data has been included for completeness.

Lockleaze: Profile population = 6152

Gender identity different from sex registered at birth = 0.75%, 46 people
Gender identity the same as sex registered at birth = 91.04%, 5601 people
Not stated = 8.21%, 505 people

Monks Park: Profile population = 5613

Gender identity different from sex registered at birth = 0.82%, 46 people
Gender identity the same as sex registered at birth = 92.54%, 5194 people
Not stated = 6.65%, 373 people

St Annes: Profile population = 8203

Gender identity different from sex registered at birth = 0.69%, 57 people
Gender identity the same as sex registered at birth = 93.6%, 7678 people
Not stated = 5.71%, 468 people

	<p>The data shows that of the MSOA areas affected by the proposal, the proportion of people with a gender that is different from their sex recorded at birth, is broadly in line with the city average. Larger populations of people with a gender different from their sex recorded at birth are living in Barton Hill, City Centre and Harbourside, St Pauls, St Werburghs and Temple Meads.</p>
<p>Sex profile (Census 2021)</p>	<p>The data below shows the population by Sex across the wards affected by the proposal</p> <p>Bristol: Male: 49.6% Female: 50.4%</p> <p>Ashley Male: 50.7%, 10,141 Female: 49.3%, 9,862</p> <p>Bedminster Male: 49.9%, 6,446 Female: 50.1%, 6,470</p> <p>Brislington West Male: 49.7%, 5,901 Female: 50.3%, 5,979</p> <p>Central Male: 51.7%, 9,508 Female: 48.3%, 8,882</p> <p>Clifton Male: 49%, 6,375 Female: 51%, 6,647</p> <p>Clifton Down Male: 49.2%, 5,613 Female: 50.8%, 5,807</p> <p>Cotham Male: 49%, 5,641 Female: 51%, 5,880</p> <p>Horfield Male: 51%, 7,055 Female: 49%, 6,783</p> <p>Hotwells and Harbourside Male: 52.2%, 3,149 Female: 47.8%, 2,886</p> <p>Lawrence Hill Male: 51.7%, 10,137 Female: 48.3%, 9,467</p> <p>Lockleaze Male: 50.1%, 6,708 Female: 49.9%, 6,688</p> <p>Redland</p>

Male: 49.5%, 6,556
Female: 50.5%, 6,697

Southville
Male: 50.7%, 6,532
Female: 49.3%, 6,350

The data shows that of the wards affected by the proposal the sex profile is close to the city average in all cases.

BCC Permit data

Bristol City Council’s permit data (see Appendix B) provides a record of the number of permits issued across the RPS areas.

RPS	First Permit	Free VP	Paid VP	Approx Number P&D Hours bought
Easton & St Philips	1,252	16,518	1,579	76,000
Bedminster East	619	7,146	839	71,000
Bower Ashton	37	1,177	108	7,000
Clifton East	2,513	43,831	5,890	337,000
Clifton Village	2,953	68,461	10,021	637,000
Cliftonwood & Hotwells	1,671	40,061	5,174	77,000
Cotham	1,917	25,004	2,747	87,000
Cotham North	2,115	29,568	3,290	94,000
Cheswick Village	81	946	11	N/A
Edward Road & Chatsworth Road	101	3,107	437	N/A
Kingsdown	1,603	36,769	4,792	295,000
Montpelier	1,302	18,581	1,937	34,000
Redcliffe	311	7,789	1,040	30,000
Redland	834	12,717	1,571	35,000
Southville	2,828	66,052	8,672	146,000
Spike Island	168	4472	524	34,000
St Pauls	1,068	13,296	1,368	38,000
Total	21,373	395,495	50,000	1,998,000

Additional comments:

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 currently measure protected characteristics of service users in RPS/CPZ areas. This is a significant gap in the data which will need to be addressed. We hold current Ward level and/or MSOA data for most protected characteristics which have been presented in section 2.1 in this report. Notable gaps are data around pregnancy and maternity and marital status.

Another gap in our data is the profile of visitors to RPS areas which would be difficult, costly and time consuming to establish across the impacted area due to extensive surveying work that would be required.

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 changes to the tariffs are in line with established transport policy to manage parking efficiently and ensure that car use is priced fairly compared to sustainable modes. Policies such as the Bristol Transport Strategy and Joint Local Transport Plan 4 which establish these principles at the local and sub-regional level have been subject to public consultation.

The proposal is being brought to Committee for consideration by members of the public, councillors, and key stakeholder groups.

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.

We do not intend to carry out any further advance public consultation prior to the changes being delivered, although the proposal will be kept under review. If approved the changes will be communicated on the RPS webpage to new and existing RPS/CPZ permit holders. The process for implementing each change will require a change to the underlying Traffic Regulation Order. The process will vary depending on the change being made, but material changes to the way the RPS operate will be subject to full statutory consultation and any objections will be considered.

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)	
<p>The increase in parking charges will affect all users as they will have to pay more for their parking, however those <u>who are more dependent on having their own vehicle or</u> on fixed or low incomes would be disproportionately impacted by additional costs.</p> <p>Access to disabled parking facilities will not be reduced. There will be no parking charge or time limit for vehicles displaying a valid Blue Badge.</p> <p><u>There may be a potential negative impact for local businesses and traders if there if car parking charges lead to a reduction in shopping etc. and dependent on the location there may be a higher proportion of Black and minoritised ethnic led businesses affected.</u></p> <p><u>However other elements of the proposals may provide partial mitigation for these potential issues such as Increased turnover of parking spaces; Improved transparency of parking tariffs; increased desirability of sustainable transport modes.</u></p> <p>While data is available for most protected characteristic groups affected by the proposal there are notable gaps around pregnancy and maternity and marital status. As described in section 2.1 the ward and MSOA data does not trace the boundaries of the RPS or CPZ schemes which presents some challenges with interpreting the data. That said there are some trends and themes that can be extrapolated from the data that help us to understand how the proposal might affect people differently because their characteristics and circumstances, and the extent to which this may be mitigated.</p>	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> The analysis of ward age profiles in section 2.1 identified 6 of the 13 wards impacted by the proposal have a higher-than-average population of young people. Younger people are often less financially independent with a greater percentage than the city average reporting that they find it 'difficult to manage financially' (QoL, 2023). Young people in Bristol are more likely to find inaccessible public transport prevents them from leaving their home when they want to
Mitigations / comments:	<ul style="list-style-type: none"> Younger people generally have more limited car access and lower car use and are more reliant on public transport (access to transport and life opportunities, NatCen, 2019, Bristol QoL, 2023). Vehicle ownership tends to be low among younger age groups partly due to the costs of learning to drive, as well as maintaining a vehicle and the associated insurance costs, making this group increasingly reliant on public transport (FS13 Future of Transport –Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020) It could be inferred that in broad terms most younger people are less likely to be able to afford to own and maintain a vehicle and as such this proposal is unlikely to have a disproportionate impact on this group. That said some younger people will find it difficult to meet increased costs as likely to be less financially insecure.

Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Older people in Bristol are more reliant on public and community transport • Some older people may be more dependent on having their own vehicle due to limited mobility • Overall, the QoL 2023 reports that a significantly lower proportion of older people 'find it difficult to manage financially' but this contrasts with national studies which suggest that this group is more at risk of 'transport poverty' (Transport and inequality: An evidence review for the Department for Transport, NatCen, 2019)
Mitigations / comments:	<ul style="list-style-type: none"> • An analysis of the data does not suggest that older people are disproportionately affected by the proposal. • The analysis of ward age profiles in section 2.1 identified that wards impacted by this proposal did not disproportionality contain more older people than the city average. • Older people generally have more limited car access and lower car use than adults aged 30-69 (access to transport and life opportunities, NatCen, 2, QoL, 2023) • QoL 2023 data suggests a significantly lower proportion of older people feel that 'a lack of transport options prevents them from leaving their homes when they want to' • The same dataset suggests a significantly higher proportion of older people state that they are in 'poor health' and are 'inactive' which may limit their transport options in ways that could make them both more and less reliant on driving.
Disability	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • One in five Disabled adults faces extra costs of over £1,000 a month even after they have received welfare payments designed to meet those costs¹. • Disability increases with age: 4.1% of all children, for the working age population it increases to 12.3% and for people aged 65 and over it increases to 55.9%. • In broad terms people with health-related mobility impairments have more limited car access and lower car use than those without mobility • Some Disabled people may be more reliant on use of a private motor vehicle because of their impairment(s) • Some households have multiple motor vehicles to meet the accessibility requirements of a Disabled person • Undertaking an analysis of current transport trends among Disabled people it is important to note that Disabled people are not a homogenous group, their needs and abilities can vary greatly depending on the nature and severity of their impairments, (access to transport and life opportunities, NatCen, 2019)
Mitigations / comments:	<ul style="list-style-type: none"> • The analysis of ward data in 2.1 shows that all but one of the wards (Lockleaze) are either in line with the city average or significantly lower than the city average when it comes to households with at least one Disabled person. • Disabled people who require access to a car can apply for Blue Badge permits. Blue Badge holders do not require a permit to park in the RPS

¹ Disability Price Tag | Disability charity Scope UK

	<p>which would suggest the impact of this proposal will be limited and therefore unlikely to be disproportionate.</p> <ul style="list-style-type: none"> It is a legal requirement under the Equalities Act to ensure information provided (including about any proposed changes to fees) is accessible to Disabled service users.
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> The analysis of ward age profiles in section 2.1 identified that wards impacted by this proposal did not disproportionality contain more males or females respectively. Car access is statistically higher among men than women but both groups use cars as frequently as the other. (access to transport and life opportunities, NatCen, 2019). Women are more likely to use the bus and walk to work and men more likely to cycle (QoL 2023). The QoL 2023 survey suggest that there is only a marginal difference between males and females 'who find it difficult to manage financially' (8.5% 8.6%) Women are statistically more likely to hold caring responsibilities for children and older adults.
Mitigations / comments:	<ul style="list-style-type: none"> While caring duties may be a factor in households owning one or multiple cars we do not have evidence to indicate that the financial burden of car ownership sits disproportionality with males or females. The QoL 2023 survey suggests that two-parent families are close to the city average for the percentage 'who find it difficult to manage financially.' (9.6% vs 8.7% ave.)
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No data to suggest a disproportionate impact
Mitigations / comments:	
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No data to suggest a disproportionate impact. People who are pregnant or who have young children may be more reliant on private motor vehicles.
Mitigations / comments:	See general comments above
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No data to suggest a disproportionate impact
Mitigations:	
Race	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> Black, Asian and minoritised ethnic households in the UK are more likely to be in deep poverty and experience higher levels of material deprivation. Black, Asian and minoritised ethnic households are more likely to be living in overcrowded housing and intergenerational households. Bangladeshi and Pakistani groups are more likely to live in multi-family households. Black people in the UK are less likely to hold a driving licence and more likely to rely on public transport. Black, Asian and minoritised ethnic groups in Bristol are more likely to find inaccessible public transport prevents them from leaving their home when they want to

	<ul style="list-style-type: none"> • People who do not speak English as a main language may require information in plain English and community language translations or videos etc.
Mitigations / comments:	<ul style="list-style-type: none"> • The analysis of ward ethnicity profiles in section 2.1 identified the majority (9 out of 13) affected by the proposal are broadly in line with the city average. Ashley, Central, Lawrence Hill and Lockleaze have significantly lower proportions of people from a White background and higher representation among Black, Asian and minoritised ethnic groups. • Cross referencing ethnicity data with car ownership data shows a correlation between wards with higher populations of Black, Asian and Minoritised ethnic groups and lower car ownership. In particular Central ward and Lawrence Hill ward has significantly lower car ownership overall and a much lower proportion of households with 2 or more cars/vans. Lockleaze was the exception where car use was more in line with the city average • National data shows us that people from a Black, Asian or minoritised ethnic background are less likely to have access to a private vehicle, be more reliant on public transport to access employment (access to transport and life opportunities, NatCen, 2019). • People from a Black, Asian or minoritised ethnic background are much more likely to state they 'find it difficult to manage financially'. • More data is required understand the link between car ownership and ethnicity, but the current analysis does not suggest there could be a disproportionate impact on people from a Black, Asian and minoritised background due to their ability to meet increased costs
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No data to suggest a disproportionate impact
Mitigations / comments:	
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No data to suggest a disproportionate impact
Mitigations / comments:	
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • The analysis of deprivation data in section 2.1 shows a mixed picture across the wards affected by this proposal. Wards such as Ashley, Brislington West, Central, Lawrence Hill and Lockleaze contain areas among the top 10% most deprived in the country. Conversely wards such as Clifton, Clifton Down, Redland and Southville contain some of the top 10 and 20% least deprived areas in the country. • Almost all the wards contain a diverse range of more and less deprived areas.
Mitigations / comments:	<ul style="list-style-type: none"> • Of those wards with overall higher levels of deprivation there is a general trend that overall car ownership is lower. For instance, most of Lawrence Hill is in the top 10 most deprived areas of the country but contains much lower levels of car ownership than the city average.

	<ul style="list-style-type: none"> National data suggests people with personal incomes in the lowest quintile have considerably more limited car access but only slightly lower car use than people with higher incomes and make greater use of buses but less use of trains. Their frequency of bicycle use is similar to those with higher incomes (Access to transport and life opportunities, NatCen, 2019) People in the top 10% most deprived areas are much more like to state that they find it 'difficult to manage financially' which would suggest that these proposals will place a greater financial burden on this group. That said many in this group would not be able to afford to purchase and operate a vehicle (Transport and inequality: An evidence review for the Department for Transport, NatCen, 2019).
Carers	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<u>People who are dependent on motor vehicles to provide care for others may be disproportionately impacted by additional costs. About 4 in 9 (45.3%) say caring responsibilities prevent them from leaving their home when they want to and almost 1 in 7 (14.3%) are prevented from getting involved in their community due to accessibility issues.</u>

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

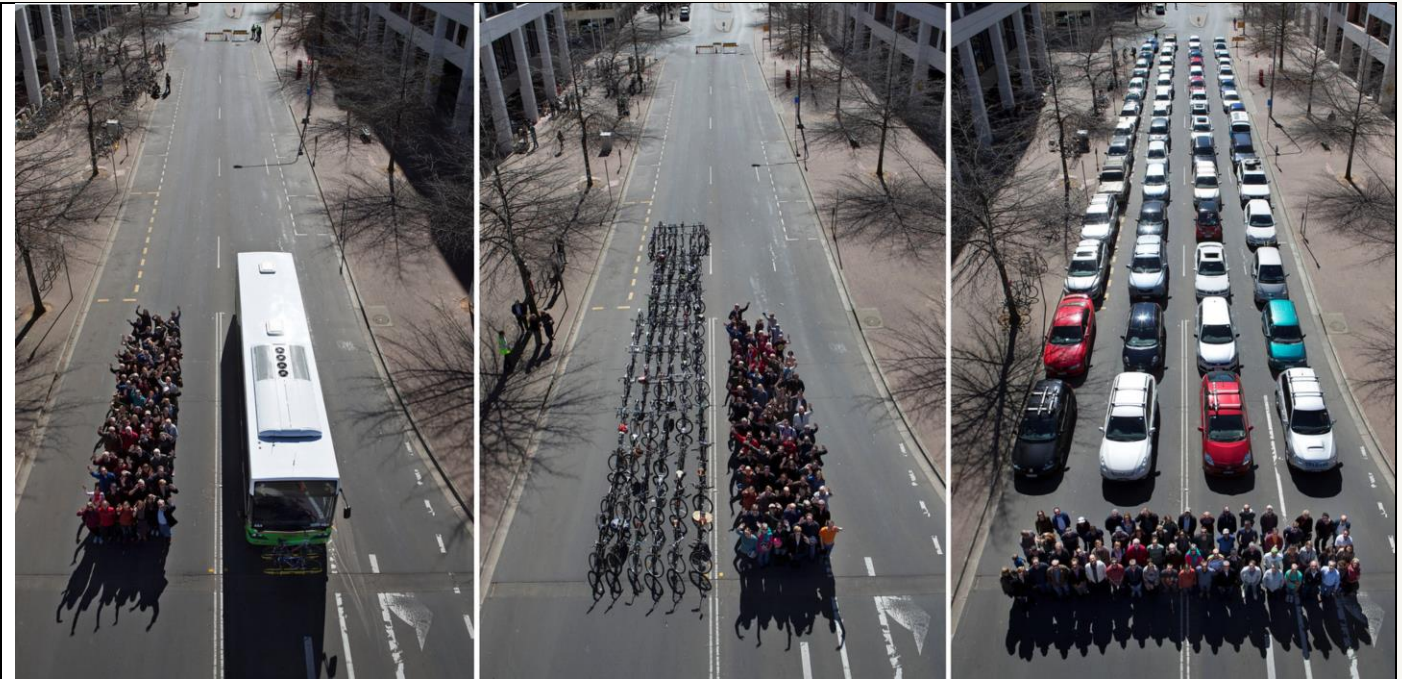
Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ 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

Access to a vehicle can be important for many people and critical for others depending on their personal circumstances. Balanced against this is the need for the city to reduce car dependency overall to ensure we meet our goals around climate change, air quality and public health.

How people move around the city is intrinsically linked to equality and inclusion. We know that many groups with protected characteristics are more likely to suffer the negative impacts of car use – such as congestion, poor air quality, traffic accidents and unhealthy physical environments, whilst at the same time having more limited access and use of vehicles. In addition, we know that these groups are much more reliant on walking and public transport as a means of accessing work, education, training, and services. (Transport and inequality: An evidence review for the Department for Transport, NatCen, 2019).

This proposal is in line with the Bristol Transport Strategy that seeks to rebalance the transport system to ensure that car use is priced fairly compared with walking, cycling and public transport. Cars take up a disproportionate amount of space on public highway which limits the use of that space for more investment in sustainable modes of transport (e.g. bike and bus lanes and wider pavements). By increasing the tariffs associated car ownership we may be able to encourage people to re-evaluate the need to own a vehicle.



(60 people using a bus, cycling or in cars, showing the disproportionate amount of physical space cars take up for the amount of people they carry)

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:

We have identified some potential negative impacts from the proposal relating to ethnicity, deprivation and caring roles. The analysis suggests that people living in more deprived areas of the city as well as e.g. Disabled people those from minoritised ethnic backgrounds are more to experience financial hardship because of existing structural inequality. This proposal will impact individuals within these groups who may find it more difficult to meet these additional costs. The main mitigation for this is that analysis also indicated that car ownership tends to be lower among these groups. In future more data should be collected to better understand the link between car ownership and ability to pay.

Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

How people move around the city is intrinsically linked to equality and inclusion. We know that several protected characteristic groups are more likely to suffer the negative impacts of car use – such as congestion, poor air quality, traffic accidents and unhealthy physical environments, whilst at the same time having more limited access and use of vehicles. In addition, we know that these groups are much more reliant on walking and public transport as a means of accessing work, education, training, and services. (Transport and inequality: An evidence review for the Department for Transport, NatCen, 2019). Rebalancing the transport network to better promote sustainable transport and account for the negative externalities of car use will benefit everyone.

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
Seek comments and feedback on proposals at Committee	Jacob Pryor	September 2024

Improvement / action required	Responsible Officer	Timescale
Amend scheme in line with feedback from Committee	Jacob Pryor	September 2024


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.

The council's Highways and Traffic Team will continue to monitor trends and impacts with regards to these new policy changes

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 Director².

Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off: 
Date: 15/08/2024	Date: 16/08/2024

² 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.