

# Equality Impact Assessment [version 2.9]



Title: RPS Tariff Changes 2021 – Removal of first free 30 minutes of free parking – GR12	
<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 – Management of Place	Lead Officer name: David Bunting
Service Area: Traffic & Highways Maintenance	Lead Officer role: Head of Service

## 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.

<p>Bristol’s Resident Parking Schemes (RPS) were introduced between c2011 and c2016. Permit structures and prices were standardised in 2015 and each new scheme either adopted the standardised structure from the outset or was changed during the initial scheme reviews.</p> <p>Parking Services are seeking approval to remove the first free 30 minutes of free parking in all pay and display bays located in all Residents Parking Schemes. It is important for our ability to meet our traffic management policy objectives in terms of promoting short stay parking through the turnover of spaces and the encouragement of a modal shift to more sustainable travel choices through the deterrent factor of parking charges.</p>
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### 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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Pay & Display parking will become more expensive for all those making short visits to households and businesses located in the Residents Parking Schemes increasing to £1.30/hour for all those using the pay and display bays. These changes will apply to all RPS.

Because of these increased costs, there is a potential for citizens and/or businesses to be affected by this proposal.

## 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 [Include a reference where known]	Summary of what this tells us	
Area <a href="#">Scheme areas - bristol.gov.uk</a>	Ward/s	Indicator of Size
Bower Ashton	Bedminster	1 – 14 P&D Bays 2 – 71 Residential properties 3 – 0 Business properties
Kingsdown	Cotham Central	1 – 618 P&D Bays 2 – 2978 Residential properties 3 – 194 Business properties
Cotham	Cotham Clifton Down	1 – 865 P&D Bays 2 – 2454 Residential properties 3 – 120 Business properties
Cotham North	Cotham Clifton Down	1 – 643 P&D Bays 2 – 2716 Residential properties

	Redland	3 – 215 Business properties
Redland	Redland	1 – 254 P&D Bays 2 – 1121 Residential properties 3 – 35 Business properties
Clifton East	Clifton Down	1 – 966 P&D Bays 2 – 3743 Residential properties 3 – 367 Business properties
Clifton Village	Clifton	1 – 1050 P&D Bays 2 – 4592 Residential properties 3 – 395 Business properties
Cliftonwood and Hotwells	Hotwells & Harbourside Clifton	1 – 523 P&D Bays 2 – 2743 Residential properties 3 – 96 Business properties
Spike Island	Hotwells & Harbourside	1 – 139 P&D Bays 2 – 753 Residential properties 3 – 104 Business properties
Southville	Southville	1 – 644 P&D Bays 2 – 3539 Residential properties 3 – 202 Business properties
Bedminster East	Southville	1 – 391 P&D Bays 2 – 1537 Residential properties 3 – 419 Business properties
Redcliffe	Central	1 – 143 P&D Bays 2 – 1167 Residential properties 3 – 55 Business properties
Easton and St Philips	Lawrence Hill	1 – 756 P&D Bays 2 – 3320 Residential properties 3 – 390 Business properties
St Pauls	Ashley	1 – 385 P&D Bays 2 – 2208 Residential properties 3 – 181 Business properties
Montpelier	Ashley	1 – 299 P&D Bays 2 – 2071 Residential properties 3 – 168 Business properties

Pitlochry Close	Horfield	These permitted parking areas do not have any provision for pay and display parking and are not affected by the proposal.
Edward Road and Chatsworth Road	Brislington West	
Cheswick Village	Lockleaze	

**Additional comments:**

The original purpose of the 30 minute free tickets was to support local businesses who were fearful of losing passing trade. Users of the 30 minute free ticket could therefore be from anywhere and not necessarily from the local community.

However, 30 minute free tickets are not only used by short term visitors to shops, but they also support short term visitors to residential properties such as for the provision of care, for deliveries or for tradespeople.

Many of these needs could be met through the use of resident’s visitor permits or essential care permits or trader permits. Businesses also have access to customer permits which could be used for this purpose – although we acknowledge that this isn’t entirely practical for short term passing trade.

However we also know that the system is sometimes abused – some individuals simply get repeat free tickets throughout the day and this is difficult to enforce without significant numbers of Civil Enforcement Officers, at a cost. Removal of the free ticket would facilitate enforcement without penalising those whose needs could be met through other means.

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

<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender Reassignment
<input type="checkbox"/> Marriage and Civil Partnership	<input type="checkbox"/> Pregnancy/Maternity	<input type="checkbox"/> Race
<input type="checkbox"/> Religion or Belief	<input type="checkbox"/> Sex	<input 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 areas specifically, however we have ward level diversity data for most characteristics but do not have car ownership data that correlates to how many people take up the 30 minutes free option. We have LSOA data for economic deprivation however, users of the 30-minute free tickets are not necessarily residents of the area – they are visitors who do not have resident permits and who would otherwise need to pay and display if the resident or business they are visiting is not able to provide them with a visitor/care/customer permit.

## 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.

Full consultation took place when the RPS were introduced and at the time of the formal scheme reviews.

The process to change Traffic Regulation Orders to apply the removal of the first free 30 minutes of parking will require full Statutory consultation. Any objections to the changes will be considered by the Director, Economy of Place before making any final decision to implement the changes.

At this time we are not considering any wider review of RPS in general.

## 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.

Any future reviews of the RPS (and which would include public consultation) would consider any broader or scheme specific changes to the way the RPS operate. The change at this time is simply to remove the first free 30 minutes of free parking in Pay & Display bays located in the RPS areas.

## 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.

<b>GENERAL COMMENTS</b> (highlight any potential issues that might impact all or many groups)	
The proposal will increase the cost of pay & display parking and will therefore affect all groups, although those on fixed or low incomes will be disproportionately affected.	
<b>PROTECTED CHARACTERISTICS</b>	
<b>Age: Young People</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Age: Older People</b>	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:	Many of these needs could be met through the use of resident's visitor permits or essential care permits or trader permits. Businesses also have access to customer permits which could be used for this purpose – although we acknowledge that this isn't entirely practical for short term passing trade.
<b>Disability</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Some people with impairments or disabilities who do not have Blue Badges but who are still dependent on a motor vehicle or as a driver or passenger may be disproportionately impacted by additional costs
	Blue Badge holders will be able to park for free.
<b>Sex</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	Many of these needs could be met through the use of resident's visitor permits or essential care permits or trader permits. Businesses also have access to customer permits which could be used for this purpose – although we acknowledge that this isn't entirely practical for short term passing trade.
<b>Sexual orientation</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Pregnancy / Maternity</b>	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:	Many of these needs could be met through the use of resident's visitor permits or essential care permits or trader permits. Businesses also have access to customer permits which could be used for this purpose – although we acknowledge that this isn't entirely practical for short term passing trade.
<b>Gender reassignment</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Race</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Religion or Belief</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Marriage &amp; civil partnership</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>OTHER RELEVANT CHARACTERISTICS</b>	
<b>Socio-Economic (deprivation)</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	There is some potential for those living in low income households to be adversely affected by any increase in parking charges.
Mitigations:	The proposal will increase the cost of pay & display parking and will therefore affect all groups, although those on fixed or low incomes will be disproportionately affected. Many of these needs could be met through the use of resident's visitor permits or essential care permits or trader permits. Businesses also have access to customer permits which could be used for this purpose.
<b>Carers</b>	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:	Those with formal care needs can apply for essential care permits for their carers. Many of these needs could be met through the use of resident's visitor permits or essential

	care permits or trader permits. Businesses also have access to customer permits which could be used for this purpose.
<b>Other groups</b> [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 mitigate any rise in parking charges.

For residents in the Residents Parking Schemes (RPS) there are resident's parking permits which are very reasonably priced. Residents with care needs can apply for Essential Visitor permits and businesses can apply for customer permits. Tradespeople can apply for trader permits.

Pay & Display parking in the RPS for those ineligible for any other permit is currently just c£1.30 per hour.

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 3 hours for £5. 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.

<b>Summary of significant negative impacts and how they can be mitigated or justified:</b>
The Council is currently under a legal direction to improve Air Quality in the City Centre although we know this scheme is not only focused on the city centre, but we would also like to ensure the rollout has parity. The Council has a duty to deliver on its transport policy and cannot do this if charges become so low as to undermine policy.
<b>Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:</b>
None identified

## 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
N/A		


## 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.

Annual review of parking accounts and bay turnover statistics.
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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 Director<sup>1</sup>.

<b>Equality and Inclusion Team Review:</b> Reviewed by the Equality and Inclusion team	<b>Director Sign-Off:</b> 
Date: 5 January 2022	Date: 5 January 2022

<sup>1</sup> 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.