

Equality Impact Analysis (EIA) Employee and Resident/Service User

Please refer to the guidance and initial joint Equality Impact Analysis before completing this form.

1. Details of function, policy, procedure or service: Draft Parking Policy	
Title of what is being assessed: Parking Policy	
Is it a new or revised function, policy, procedure or service? Revised following public consultation	
Department and Section: Commissioning Team, Parking Improvement	
Date assessment completed: 5-11-2014	
2. Names and roles of officers completing this assessment:	
Lead officer	Paul Millard
Stakeholder/Protected groups	Blue Badge Holders Mothers with children up to 1 years Residents Businesses Pregnant mothers JR Group CPZ Holders
Representative from internal stakeholders	EQIA Officer
Representative from external stakeholders	Blue Badge Holders Mothers with children up to 1 years Pregnant mothers JR Group CPZ Holders
Delivery Unit Equalities Network rep	Lesley Holland
Full description of function, policy, procedure or service: Draft Parking Policy Driving and parking in London is a highly emotive subject, with the demands of the motorist to get their destination quickly and parking easily competing with need for better air quality, pedestrian safety, traffic control and a finite supply of parking spaces.	

The London Borough of Barnet's Parking Policy seeks to balance a number of these conflicting demands and priorities. In acknowledging that Barnet is a diverse borough with complex traffic and congestion matters our Parking Policy does not offer a "one-size fits all" solution.

The borough's road transport emissions are currently among the highest in London with exhaust emissions from standing traffic being a major contributor to air pollution which is damaging our health. Unusually for a London Borough we have a high number of town centres which we aim to keep vibrant and diverse and encourage people to visit. We also have a population that has on average over one car per household and who want to park easily and near their home.

Our aims are to: -

- keep traffic moving,
- make roads safer
- reduce air pollution,
- ensure as much as possible that there are adequate parking places available on the high street and
- that residents can park as near as possible to their homes.

To support these aims we need robust traffic management for our road network and effective but fair enforcement. We acknowledge that the availability and pricing of parking has an impact on attractiveness of our town centres and so plan to set different prices for on-street parking across the borough.

This builds on a review of high street car parking undertaken from late 2012 where new prices and where possible, some free short stay parking areas have meant parking numbers on the high street have increased. The Council needs to ensure there is a steady turnover of motorists to support local trade. If shoppers drive to their local town centres to discover that there is nowhere to park, they may not return.

In order to ensure a steady turnover of parking spaces in our town centres we will set pricing to ensure spaces regularly become free for new shoppers. We are proposing that prices are set at a level that aspires to an occupancy rate of 85 per cent of parking spaces being on average occupied, meaning that on high streets parking spaces are available at all but the busiest times.

We have a number of Controlled Parking Zones and use them to not only ease congestion but aim to ensure parking is available for residents. These will continue to be used and enforced appropriately.

We aim to increase the availability of funding to implement traffic management improvements in and around our schools. This will include taking positive action to prevent any parent parking, promote car sharing and improve cycle parking facilities and will encourage more children to walk and cycle to and from school.

Equalities Impact Approach taken

An initial assessment was undertaken and full consultation report written. The outcome of that initial assessment was that there were some stakeholders and groups with protected characteristics that should be specifically engaged with through the policy consultation as they would be affected. These

are:

- Blue Badge Holders
- Mothers with children up to 1 years
- Pregnant Mothers
- JR Group
- CPZ Holders

Some of these groups were identified due to specific policy areas, namely moving traffic contraventions, school enforcement and footway parking. It was thought that the new policy may have a positive impact however to understand more, a set of focus groups were designed with representatives from each of these groups, who were invited to discuss the Parking Policy. A full report on these focus groups has been produced. The feedback from the groups was overall positive with some notes of caution around CCTV near schools which will be addressed when any implementation activities start. The results of the full public consultation splits out some of the comments from these groups and shows strong support for each area of the policy's aims, objectives and individual policy areas.

The Equalities Impact Assessment is considered to be completed but will be reviewed at each stage of future implementations of the policy.

3. How are the equality strands affected? Please take account of Employee Resident or Service user impact as appropriate.

Please detail the effects on each equality strand, and any mitigating action you have taken so far. Please include any relevant data. If you do not have relevant data please explain why.

Equality Strand	Affected?	Please indicate whether Employee, Resident or Service user and explain how affected	What action has been taken already to mitigate this? What further action is planned to mitigate this?
1. Age	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>		
2. Disability	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>		Specific focus groups were conducted with this group to extract the policy will impact this specific group.
3. Gender reassignment	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>		
4. Pregnancy and maternity	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>		Specific focus groups were conducted with this group to extract the policy will impact this specific group. Also included were Mothers with children up to 1 years was identified and they were invited to the focus groups as well.
5. Race / Ethnicity	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>		
6. Religion or belief	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>		
7. Gender / sex	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>		
8. Sexual orientation	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>		
9. Marital Status	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>		
10. Other key groups?	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>		
Carers	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	Please assess Young, Parent and Adult carer.	

People with mental health issues	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>		
Some families and lone parents	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>		
People with a low income	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>		
Unemployed people	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>		
Young people not in employment education or training	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>		

4. What will be the impact of delivery of any proposals on satisfaction ratings amongst different groups of residents?

Satisfaction it would seem is most likely to improve for some groups with regards to the footway parking policy. Specific reviews will take place to make it clearer to the public through clear signage and marked footway parking bays, where safe to do so and where pedestrians can still pass and where the road is deemed too small to park on the roadside these areas will be covered. Furthermore those areas where the pavement is not wide enough, clear signage will be put in place to ensure the public know where they can park on the footway.

5. How does the proposal enhance Barnet's reputation as a good place to work and live?

One of the aims of the policy is to provide clear and understandable reasons to explain the purpose of the parking controls in place throughout the borough. This clarity should help residents understand the councils approach to parking and understand the actions it takes in this field, hopefully promoting Barnet's reputation as a good place to work and live

6. How will members of Barnet's diverse communities feel more confident about the council and the manner in which it conducts its business?

Due to the full 12 week public consultation, the open book approach to the draft parking policy it is hoped that residents will view our approach to the parking policy as a positive one and that we have listened to their views. The feedback from each resident will be fed into the implementation plan for the policy so that any specific areas of concern will be prioritised. We would hope that the approach taken gives the public confidence over Barnet's transparent approach to the Parking Policy and full consultation.

7. Please outline for Employees, Service Users and Residents what measures and methods have been designed to monitor the application of the policy or service, the achievement of intended outcomes and the identification of any unintended or adverse impact?

A full public consultation on the parking policy has been conducted. This included a public survey which all of the above groups could have responded to,, consultation with the council's Citizens Panel and focus groups arranged on the policy specifically with blue badge holders, pregnant mothers and Mothers with children up to 1 year.

The feedback of which has been used to recommend the implementation of the policy. If the policy is agreed and certain elements are implemented an EQIA will be carried out on each of the areas that are to be implemented i.e. Schools enforcement, footway parking. These will be carried at a much more detailed level than the overriding one for the policy as a whole.

8. How will the new proposals enable the council to promote good relations between different communities?

The policy does not aim to achieve this and there will be no impact with this area.

9. How have employees and residents with different needs been consulted on the anticipated impact of this proposal? How have any comments influenced the final proposal? P

It is considered that this will not impact employees. For residents small focus groups some of which were based on protected characteristics have been carried out with:

- Blue Badge holders
- Pregnant Woman
- Mothers with children up to 1 years
- Residents who live in a CPZ
- The group who initiated the judicial review relating to parking permit charges in 2012.

The full consultation report has been considered, this also also split out comments from the the particular groups. Strong support for the policy was found from these groups. Interestingly there was

stronger support from Mothers with children up to 1 year who drove to schools, for the CCTV enforcement than the average of all of the respondents.

There was specific comments from the focus groups for enforcement from blue badge group " desire for parking on corners/ junctions to be (more) enforced: v. dangerous if in wheelchair/ for buggies". This gives us confidence the policy will have a positive impact with this group through the implementation of moving traffic contraventions.

Overall Assessment

10. Overall impact			
<p>Positive Impact</p> <p>Employee <input type="checkbox"/></p> <p>Resident <input checked="" type="checkbox"/></p>	<p>Negative Impact or Impact Not Known¹</p> <p>Employee <input type="checkbox"/></p> <p>Resident <input type="checkbox"/></p>	<p>No Impact</p> <p>Employee <input checked="" type="checkbox"/></p> <p>Resident <input type="checkbox"/></p>	
11. Scale of Impact			
<p>Positive impact:</p> <p>Employee: Minimal <input type="checkbox"/> Significant <input type="checkbox"/></p> <p>Resident: Minimal <input checked="" type="checkbox"/> Significant <input type="checkbox"/></p>	<p>Negative Impact or Impact Not Known</p> <p>Employee: Minimal <input type="checkbox"/> Significant <input type="checkbox"/></p> <p>Resident: Minimal <input type="checkbox"/> Significant <input type="checkbox"/></p>		
12. Outcome			
<p>No change to decision</p> <p><input checked="" type="checkbox"/></p>	<p>Adjustment needed to decision</p> <p><input type="checkbox"/></p>	<p>Continue with decision (despite adverse impact / missed opportunity)</p> <p><input type="checkbox"/></p>	<p>If significant negative impact - Stop / rethink</p> <p><input type="checkbox"/></p>

13. Please give full explanation for how the overall assessment and outcome was decided

The initial EQIA has been updated to take account the consultation feedback. The feedback is recorded within various appendices attached to the main parking policy report that is to be presented to environment committee on the 18th November.

The overall feedback from this assessment has not led to any reassessment to the anticipated impact to these groups however, their involvement and participation gives us confidence that our proposals are appropriate to the needs of the diverse groups that this policy may impact.

Furthermore, the feedback from specific groups (where we anticipated an impact) shows strong support for the main aims and objectives of the policy and in particular moving traffic enforcement and footway parking enforcement which is reassuring.

We will review the EQIA following the outcome of the committee report on November 18th 2014 however we would not anticipate a change to the outcome.

14. Equality Improvement Plan

We will review the EQIA as each aspect of the policy is implemented but at this stage an improvement plan necessary and we will rely on this document as the overarching EQIA that will be used for each aspect of implementation of the policy.

1st Authorised signature	2nd Authorised Signature
Date:	Date: