Bath & North East Somerset Council

Improving People's Lives

Equality Impact Assessment / Equality Analysis

(Version 4)

Item name	Details
Title of service or policy	Parking Charge Review 2026/27
Name of directorate and service	Place Management - Parking Services
Name and role of officers completing the EqIA	Andrew Dunn, Service Manager - Parking
Date of assessment	15 September 2026

Bath & North East Somerset Council

Improving People's Lives

Equality Impact Assessment (or 'Equality Analysis') is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on people and different groups within our community. The main aim is to identify any adverse impacts (i.e. discriminatory or negative consequences for a particular group or sector of the community, and to identify areas where equality can be better promoted). Equality impact Assessments (EqIAs) can be carried out in relation to services provided to customers and residents as well as employment policies/strategies that relate to staffing matters.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EqIA) or Equality Analysis. **Not all sections will be relevant – so mark N/A any that are not applicable**. It is intended that this is used as a working document throughout the process, and a final version will be published on the Council's website following relevant service lead approval.

1.1 Identify the aims of the policy or service and how it is implemented

Key questions	**Answers / notes**
1.1 Briefly describe purpose of the service/policy e.g. • How the service/policy is delivered and by whom • If responsibility for its implementation is shared with other departments or organisations • Intended outcomes	Parking Services are consulting on the following proposed changes: 1. increasing some on-street pay and display charges over three years 2. changing the emissions bands used for parking charges 3. introducing pay and display parking at some currently unrestricted highway locations 4. extending some parking operating hours in Bath to 10pm 5. introducing seasonal charges during the Bath Christmas Market 6. increasing charges for reserved spaces in some residential car parks 7. introducing reserved-space permits at Church Road car park in Weston, Bath

	8. introducing short-stay charges at Weymouth Street car park in Walcot, Bath. The proposals aim to: • encourage more sustainable travel into Bath where possible • improve road safety • improve air quality • reduce congestion • use limited street space fairly • support walking, wheeling, cycling and public transport Parking management can affect vehicle numbers. We must balance essential car use with safer streets, cleaner air, less congestion and sustainable travel. Previous engagement, including the Movement and Clean Air strategies, showed support for cleaner air, less congestion, safer streets and reliable sustainable travel. This consultation asks how parking charges could support these aims while recognising some people need a car. **A fairer approach to parking** This includes revising emissions-based charges so higher-impact vehicles contribute more. **Supporting residents and the local economy** Some people need to drive, and short-stay city-centre parking supports access to shops, services and jobs. The proposals balance these needs with safer streets, cleaner air and sustainable travel.
1.2 Provide brief details of the scope of the policy or service being reviewed, for example:	Parking controls implemented in accordance with the Road Traffic Regulation Act (1984) and managed according to the Traffic Management Act (2004). These proposals are a review of existing

• Is it a new service/policy or review of an existing one? • Is it a national requirement?). • How much room for review is there?	controls aligned to the council's wider policy objectives set out in Transport, Movement and Clean Air strategies. The proposals supports freedom and fairness and are targeted at addressing the health, safety and travel needs of those people who live and work in Bath & North East Somerset Councils geographical area. It is not a national requirement, with parking controls set locally according to community needs and local policy, there is therefore room for review.
1.3 Do the aims of this policy link to or conflict with any other policies of the Council?	This policy is in line with Transport, Movement strategies. It is consistent with (although is not designed to promote) the objectives of the Climate Emergency and Clean Air.

2. Consideration of available data, research and information

Key questions	**Data, research and information that you can refer to**
2.1 What equality focussed training have staff received to enable them to understand the needs of our diverse community?	All staff within Parking Services have completed Equalities training as this is mandatory for all B&NES officers their induction to ensure compliance with corporate standards. A structured training plan is in place for all new staff to ensure they do receive equalities training in a timely manner after commencing employment. The team also receive Equalities training provided by our Corporate Equalities Officer to maintain and refresh knowledge.
2.2 What is the equality profile of service users?	Anyone who requires parking within the geographical area of Bath and North East Somerset can potentially park within the locations impacted by these proposals, where restrictions allow. Entitlement to a permit may require the service user to meet specific criteria, for example to be a resident within an area covered by a scheme, and therefore the service users are likely to be representative of the populations within the appropriate locality.

	https://www.bathnes.gov.uk/strategic-evidence/document-library/bath-and-north-east-somerset-ward-profiles
2.3 Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?	As much direct customer contact me be directly related to enforcement action, Parking Services uses the Voicebox survey to measure customer satisfaction. The results of the Voicebox 32 survey (2023/24) record the following proportion of respondents that expressed a satisfied or neutral view to the provision and operation of the relevant service: • 57% for on street parking areas • 69% for parking permits
2.4 What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	To date consultation with Finance Officers, the Director of Place Management and Cabinet Members has been undertaken regarding the proposals covered by this EQIA. Previous consultations and engagement, including work on the Movement Strategy and Clean Air Strategy, people have told us they want cleaner air, less congestion, safer streets and more reliable, sustainable travel choices. This consultation builds on that feedback by asking for views on how parking charges could support those wider aims, while still recognising that some people need to use a car.
2.5 If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equality considerations within this?	The council proposes to present these proposals to the public as part of early engagement in order to obtain their feedback so that their views can be considered. Where proposals, either in full or modified in part, are taken forward they will be included in the council's spending plans for the financial year 2027-2028 which will include further consultation. Proposals included in this EQIA that are accepted and approved by Full Council in the budget will undergo further consultation via the Traffic Regulation Order process, which requires a minimum period of 21 days.

	Consultations will include relevant questions where appropriate regarding Equalities and Diversity to ensure consideration is given to all sections of the community when decisions are undertaken. For the initial engagement and TRO consultations the council will make direct contact with service users to raise awareness of the consultation amongst service users that may be impacted by the proposals, where contact details are held in MiPermit. This is in addition to statutory notices published in the local press and installed on location where appropriate. Accessible formats available on request or where a need is already known. Paper copies will be made available in One Stop shops/ Library services. A central phone number will be provided to ensure that people impacted by digital exclusion can participate.

3. Assessment of impact: 'Equality analysis'

Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy:

- Meets any particular needs of equalities groups or could help promote equality in some way.
- Could have a negative or adverse impact for any of the equality groups

Key questions	**Examples of what the service has done to promote equality**	**Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this**
3.1 Issues relating to all groups and protected characteristics	Eligible applicants can buy permits, and any motorist can purchase parking at the advertised rates. Purchases can be made online at any time through a WCAG 2.2-compliant website, via the MiPermit app, by telephone or in person at a council One Stop Shop.	Customers using digital services may have concerns about data privacy, particularly following widely reported breaches and the growth of AI. MiPermit meets PCI DSS Level 1, the highest payment-card security standard. This requires an annual on-site audit by a Qualified Security Assessor and quarterly network scans by an Approved Scanning Vendor.

	Parking Services provides telephone support five days a week, while MiPermit offers support seven days a week for enquiries and purchases. Permits are available for 1, 3, 6 or 12 months, and pay-and-display parking can be booked up to seven days ahead. Residents in all-residents parking zones can obtain digital or paper visitor permits for on-street parking. Digital permits can be used hourly, while paper permits are normally valid for a full day. Half-day paper permits are available for vulnerable residents unable to use the digital option. Free limited-waiting and loading bays are provided where appropriate. Pay-and-display and permit restrictions do not prevent continuous loading, unloading, boarding or alighting. Blue Badge holders can park free of charge in line with Department for Transport guidance and may also park in permit areas for as long as needed. Parking controls support sustainable travel, safer streets and cleaner air, benefiting everyone, including people who do not own or use a private vehicle.	Higher or extended parking charges may increase costs for lower-income motorists, reduce access for people reliant on cars and displace parking to nearby streets. They may also affect local businesses, increase traffic searching for cheaper spaces and disadvantage people unable to use digital services. Mitigation includes early and accessible consultation, telephone and face-to-face support, flexible permit periods, paper visitor permits, Blue Badge concessions, loading and boarding exemptions, and monitoring feedback before decisions are made. These measures will be supported by improved walking, wheeling, cycling and public transport options under the Active Travel Masterplan and Movement Strategy. Any financial impact has been considered against public health and safety impacts and the needs of managing our roads to keep traffic flowing, whilst prioritising sustainable transport and active travel.
3.2 Sex – identify the impact/potential impact of the policy on women and men.	The proposals apply equally regardless of sex. Cleaner air, safer streets, more reliable public transport and improved walking, wheeling and cycling routes may particularly benefit people making care-related or accompanied journeys.	Whilst there is no intended impact women may be more exposed to increased parking costs because average earnings are lower and caring responsibilities may make some journeys harder to transfer to other modes.

	Extending the operational hours of permit schemes ensures a greater opportunity for residents, to find spaces near to their homes.	Extended evening charging and permit use may also raise personal-safety concerns where people need to walk farther or wait for public transport. Mitigation includes 1-, 3-, 6- and 12-month permits, retained loading and boarding exemptions, accessible consultation, and safety feedback, and delivery of safer, well-lit and connected sustainable travel routes as part of the Active Travel Masterplan. Additional parking or permit costs, where no other viable alternative is available, equate only to a small percentage of the annual costs of running a motor vehicle. No differential impact on men has been identified beyond the general cost and access effects. Any potential financial impact has been considered against the impact that the use of private vehicles, compared to more sustainable travel options and active travel, pose to public health and safety and the needs of managing congestion on the wider road network.
3.3 Pregnancy and maternity	Safer streets, cleaner air and accessible walking, wheeling and public transport support parents and carers travelling with babies, pushchairs and other equipment. Loading, unloading, boarding and alighting remain permitted where restrictions allow. Extending the operational hours of permit schemes ensures a greater opportunity for residents, to find spaces near to their homes.	Whilst there is no intended impact, pregnancy, maternity leave or early parenthood can reduce household income and increase reliance on a car for appointments, childcare and carrying equipment. Additional parking or permit costs, where no other viable alternative is available, equate only to a

		small percentage of the annual costs of running a motor vehicle. Higher charges, new charging locations or later operating hours could therefore create additional cost or inconvenience. Mitigation includes flexible permit periods, loading and boarding exemptions, free limited-waiting provision where appropriate, and consultation feedback being reviewed before implementation. Accessible routes and public transport improvements should accommodate pushchairs and people with reduced mobility. Any potential financial impact has been considered against the impact that the use of private vehicles, compared to more sustainable travel options and active travel, pose to public health and safety and the needs of managing congestion on the wider road network.
3.4 Gender reassignment – identify the impact/potential impact of the policy on transgender people	The Movement Strategy seeks an equitable transport network, with safer and more inclusive streets, public transport and active travel routes available to everyone regardless of gender identity.	The charging proposals do not distinguish by gender identity. However, transgender people may have heightened concerns about personal safety when walking, wheeling or using public transport, particularly during later charging hours. This could limit their ability to change travel mode. Mitigation includes considering lighting, visibility, waiting areas and personal security as Movement Strategy and active travel measures are developed, alongside accessible consultation and monitoring of reported impacts.

		Additional parking or permit costs, where no other viable alternative is available, equate only to a small percentage of the annual costs of running a motor vehicle. Any potential financial impact has been considered against the impact that the use of private vehicles, compared to more sustainable travel options and active travel, pose to public health and safety and the needs of managing congestion on the wider road network.
3.5 Disability – identify the impact/potential impact of the policy on disabled people (ensure consideration of physical, sensory and mental health needs/differences)	Blue Badge holders may park free of charge in eligible on-street pay-and-display and permit bays and, where permitted, for up to three hours on yellow lines. Eligible residents can obtain a free permit. Telephone and face-to-face support, reasonable adjustments and free or discounted accessible transport options remain available. Disabled people, who meet the criteria, can obtain a free Diamond Travelcard which will enable free bus travel on all local bus services, or discounted travel on community travel schemes. https://beta.bathnes.gov.uk/applying-free-bus-pass-diamond-travelcard	Disabled people who do not qualify for a Blue Badge may still depend on a car and may be affected by higher charges, new charging locations, displacement or longer distances to suitable parking. Digital systems may create barriers for people with sensory, cognitive or mental-health needs. Mitigation includes Blue Badge concessions, free permits for eligible residents, assisted digital and telephone services, paper visitor permits as a reasonable adjustment, accessible consultation formats. Transport and active travel improvements must be designed inclusively and should not assume that all users can walk, wheel or cycle longer distances. Additional parking or permit costs, where no other viable alternative is available, equate only to a small percentage of the annual costs of running a motor vehicle.

		Any potential financial impact has been considered against the impact that the use of private vehicles, compared to more sustainable travel options and active travel, pose to public health and safety and the needs of managing congestion on the wider road network.
3.6 Age – identify the impact/potential impact of the policy on different age groups	Safer streets, improved crossings and more reliable public and community transport can benefit younger and older people. Parking Services provides telephone and face-to-face support, and eligible older and disabled people can access concessionary or community transport. https://www.bathnes.gov.uk/applying-free-bus-pass-diamond-travelcard https://livewell.bathnes.gov.uk/community-transport Extending the operational hours of permit schemes ensures a greater opportunity for older or younger residents to find spaces near to their homes. Consultation information will be available through accessible and non-digital channels.	Older people may be less confident using digital payment systems, while younger people may be more affected by lower incomes. Both groups may rely on others for transport or have fewer travel choices. Higher charges, new controls and later operating hours could therefore affect access or affordability. Mitigation includes telephone and face-to-face services, paper visitor permits, accessible information, flexible permit periods to reduce initial costs, community transport and concessionary travel. Safety, seating, lighting, crossings and route accessibility should be considered as sustainable travel alternatives are improved. Additional parking or permit costs, where no other viable alternative is available, equate only to a small percentage of the annual costs of running a motor vehicle. Any potential financial impact has been considered against the impact that the use of private vehicles, compared to more sustainable travel options and active travel, pose to public health and safety and the needs of managing congestion on the wider road network.

3.7 Race – identify the impact/potential impact on across different ethnic groups	The proposals apply consistently across ethnic groups. Cleaner air, safer streets and improved travel choices may benefit communities more exposed to traffic, pollution or transport disadvantage. Consultation information will be available through accessible and non-digital channels.	No direct adverse impact is intended it is acknowledged that there is inequality due to the ethnicity pay gap, which means that ethnic minority groups or individuals are more likely to earn less than white British groups or individuals so may be adversely impacted. These income inequalities and language or digital barriers may mean some ethnic minority residents are more affected by higher costs or less able to engage with consultation and payment systems. Mitigation includes flexible permit periods, telephone and face-to-face support, accessible formats and targeted engagement where evidence identifies gaps. Additional parking or permit costs, where no other viable alternative is available, equate only to a small percentage of the annual costs of running a motor vehicle. Any potential financial impact has been considered against the impact that the use of private vehicles, compared to more sustainable travel options and active travel, pose to public health and safety and the needs of managing congestion on the wider road network.
3.8 Sexual orientation – identify the impact/potential impact of the policy on	The proposals apply equally regardless of sexual orientation. The Movement Strategy's focus on safer, well-used public spaces and reliable travel choices can improve access for all.	No direct differential impact has been identified. Personal-safety concerns when walking or using public transport, particularly during later hours, could affect some people.

lesbian, gay, bisexual, heterosexual, questioning people		Lighting, visibility, waiting areas and reported safety concerns should therefore be considered when associated transport measures are designed and monitored.
3.9 Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?	Eligibility, charging and access arrangements do not distinguish between married people, civil partners or other household types.	No direct adverse impact has been identified. Households with more than one vehicle may face greater cumulative costs, but this is linked to vehicle ownership rather than marriage or civil partnership. Flexible permit periods and improved travel choices may help households manage costs and reduce reliance on additional vehicles. Additional parking or permit costs, where no other viable alternative is available, equate only to a small percentage of the annual costs of running a motor vehicle. Any potential financial impact has been considered against the impact that the use of private vehicles, compared to more sustainable travel options and active travel, pose to public health and safety and the needs of managing congestion on the wider road network.
3.10 Religion/belief – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.	The proposals apply equally regardless of religion or belief. Parking, loading and limited-waiting provision supports access to places of worship, community facilities and events.	No direct differential impact has been identified. Seven-day schemes, extended evening charges or new controls may affect access to worship or religious events, especially where public transport is limited. Mitigation includes retaining loading, boarding and limited-waiting provision where appropriate, consulting affected communities and

		monitoring access and displacement impacts before implementation.
3.11 Socio-economically disadvantaged* – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances **(this is not a legal requirement, but is a local priority).**	Flexible 1-, 3-, 6- and 12-month permits reduce upfront costs. The proposals support cleaner air, safer streets and lower-cost walking, wheeling and public transport, while charging higher-impact vehicles more fairly and supporting financially sustainable parking services.	Higher charges, seasonal pricing, new pay-and-display controls and extended hours may disproportionately affect people on lower incomes, especially where work, care or access needs require a car. Displacement may also affect nearby communities. Mitigation includes flexible permit periods, free or limited-waiting provision where appropriate, Blue Badge concessions, non-digital payment and support options, accessible consultation and monitoring of displacement and access via existing TRO review processes. Improved public transport and active travel must be affordable, reliable and accessible before they can provide a realistic alternative. Additional parking or permit costs, where no other viable alternative is available, equate only to a small percentage of the annual costs of running a motor vehicle. Any potential financial impact has been considered against the impact that the use of private vehicles, compared to more sustainable travel options and active travel, pose to public health and safety and the needs of managing congestion on the wider road network.
3.12 Rural communities* identify the impact / potential	Park and Ride, public transport, community transport and interchange improvements can provide alternatives for journeys into Bath.	People in rural communities may have fewer public transport options and greater reliance on cars, so increased charges may affect them more

impact on people living in rural communities	Telephone and face-to-face parking services remain available where digital access is limited.	when accessing work, healthcare, services and events in Bath. Mitigation includes protecting the primary role of Park and Ride, maintaining accessible payment channels, retaining loading and limited-waiting provision where appropriate, and considering rural access and bus reliability through consultation and monitoring. The delivery of Active Travel Connections creates dedicated safe cycle and walking paths that connect rural outskirts directly to the city's existing network.
3.13 Armed Forces Community ** serving members; reservists; veterans and their families, including the bereaved. Public services are required by law to pay due regard to the Armed Forces Community when developing policy, procedures and making decisions, particularly in the areas of public housing, education and healthcare (to remove disadvantage and consider special provision).	Flexible permit periods and multiple application and payment channels can support serving personnel, veterans and families who move address or remain in an area for short periods.	No direct adverse impact is intended. Frequent moves, temporary residence or deployment may make eligibility evidence and longer permit periods less suitable. Mitigation includes shorter permit options, assisted application channels and reasonable consideration of service-related circumstances. Additional parking or permit costs, where no other viable alternative is available, equate only to a small percentage of the annual costs of running a motor vehicle. Any potential financial impact has been considered against the impact that the use of private vehicles, compared to more sustainable travel options and active travel, pose to public health and safety and the needs of managing congestion on the wider road network.

		Any concerns raised through consultation will be reviewed in line with the Armed Forces Covenant duty.
3.14 Care Experienced *** This working definition is currently under review and therefore subject to change: In B&NES, you are 'care-experienced' if you spent any time in your childhood in Local Authority care, living away from your parent(s) for example, you were adopted, lived in residential, foster care, kinship care, or a special guardianship arrangement.	Safer, lower-cost and more reliable walking, wheeling and public transport can improve independent access to education, employment, healthcare and support. Flexible permits and assisted services reduce practical and upfront barriers.	Care-experienced people, particularly younger adults, may face financial insecurity, limited support networks and difficulties navigating services. Higher parking costs may therefore affect access where a car is necessary. Mitigation includes flexible permit periods, telephone and face-to-face support, accessible consultation and signposting to lower-cost travel options. Any potential financial impact has been considered against the impact that the use of private vehicles, compared to more sustainable travel options and active travel, pose to public health and safety and the needs of managing congestion on the wider road network. Feedback should be monitored for affordability, access and trust barriers, with reasonable adjustments considered where appropriate.

*There is no requirement within the public sector duty of the Equality Act to consider groups who may be disadvantaged due to socio economic status, or because of living in a rural area. However, these are significant issues within B&NES and have therefore been included here.

** The Equality Act does not cover armed forces community. However, the Armed Forces Bill (which came in on 22 Nov 2022) introduces a requirement to pay 'due regard' to make sure the Armed Forces Community are not disadvantaged when accessing public services.

***The Equality Act does not cover care experienced people. B&NES adopted this group as a protected characteristic in March 2024 alongside over 80 other Local Authorities. Although we have data for care leavers and children/young people who are currently in the care of B&NES we do not have wider data on disadvantage experienced through being in care.

4. Bath and North East Somerset Council
Equality Impact Assessment Improvement Plan

Please list actions that you plan to take as a result of this assessment/analysis. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when
EIA to be reviewed after consultation has closed to consider feedback from respondents.	To review the EIA.	EIA Reviewed.	Service Manager – Parking Services	After the consultation closes and before decision is made.

5. Sign off and publishing
Once you have completed this form, it needs to be 'approved' by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equality Team (equality@bathnes.gov.uk), who will publish it on the Council's website. Keep a copy for your own records.

Signed off by: (Divisional Director or nominated senior officer)
Date: