

Equality Impact Assessment / Equality Analysis Budget Proposals

This template has been developed for the specific purpose of analysing the equality impact of proposals that have been put forward as part of budget setting. Use this template to identify what impact or likely impact the proposal will have on people with protected characteristics.

Title of savings proposal	Proposed changes to resident parking zone permit charges and car park charges for 2026			
Growth or Savings/Income?	Income	FTE Reduction/Increase	Nil	
Brief Description and Aim <i>(no more than 100 words)</i>	Proposal is to introduce an additional charge, or discount, based on vehicle size for resident permits where larger vehicles pay a proportionally higher charge, and a review of car parking charges in Bath Hill East car park (Keynsham) the 24hour charge across Bath Park and Rides for those not using the bus service.			
Budget Reduction / Growth Value <i>(note year 2 value is the increase/decrease on year 1)</i>	Year	2026/27	2027/28	2028/29
	Value (£000)	290		
Directorate/Service area and Cabinet Portfolio	Sustainable Communities/Sustainable Transport Strategy			

Impacts to Service Delivery <i>(no more than 100 words)</i>	Low – development required within resident parking permit system utilising existing functionality. Supplier to be engaged at earliest opportunity.
Delivery Risk Rating (High/Medium/Low) <i>(Please detail reasons and actions to reduce risk)</i>	Low 1) Proposals align with s122 of the RTRA, linked to safety and movement of vehicles on the network. 2) Proposals have undergone preliminary consultation, which closed on 7 November, with further public consultation (Traffic Regulation Order) to follow if progressed. 3) Proposals align to other projects, including emissions-based charges.
Do the aims of this proposal link to any other budget proposals? <i>(no more than 100 words)</i>	No
Consider whether this proposal has any knock-on impacts to other services. If so, please provide service and detail <i>(no more than 100 words)</i>	Larger vehicles may be displaced to residential areas where parking is unrestricted in order to avoid additional charges.

Assessment of impact: 'Equality analysis'

Use the spaces below to demonstrate you have analysed how this proposal:

- Meets any needs of equality groups or helps promote equality in some way.
- Could have a negative or adverse impact for any of the equality groups - and if so, mitigating actions.
- Could have potential knock-on effects for other service areas or create problems because of cumulative impacts.

	All equality areas/characteristics	How this proposal might advance equality	Potential negative or adverse impacts - and what steps can be taken to mitigate this	Potential knock-on impacts for other service areas/other proposals
1	Sex		<p>Whilst there is no intended impact - all who qualify for permits can purchase one and there are no restriction in place for paid for parking, regardless of sex, it is acknowledged that there is inequality within the gender pay gap so women are more likely to earn less than men and more likely to be care givers so have reduced income.</p> <p>The Bath & North East Somerset (B&NES) Active Travel Masterplan aims to increase active travel options like walking and cycling, providing better access to alternatives to private car ownership, with a focus on addressing gender disparities in their use. The plan acknowledges that women are less likely to cycle than men. To address this, the plan includes initiatives to make active travel safer, more accessible, and more appealing to all, regardless of sex.</p> <p>These additional resident permit costs equate only to a small percentage of the annual costs of running a motor vehicle. The council introduced the option for resident to purchase a 1 and 3 month permit to help make them more affordable and flexible.</p> <p>This financial impact has been considered against the impact that larger vehicles</p>	

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			<p>pose to public health and safety and the needs of managing and administering a scheme to help ensure that residents had greater access to kerb space near to their homes for parking of private vehicles.</p> <p>Free parking remains available in Keynsham within 2 locations for 30 minutes and 1 hour. On street free to use limited waiting bays are available within these areas.</p>	
2	Pregnancy & maternity	<p>The introduction of higher charges for larger vehicles is aimed at discouraging larger vehicles to park within narrow residential streets, improving access for people, particularly vulnerable people that may need to park closer to their homes, including parents with young children who will have additional resources to carry (baby, car seats, baby carrier, pushchairs/prams/ nappy changing and feeding resources).</p>	<p>Whilst there is no intended impact - all who qualify for permits can purchase one and there are no restriction in place for paid for parking; it is acknowledged that being pregnant or on maternity leave may impact on household income. Access to car parking may be required for new parents who will have additional resources to carry (baby, car seats, baby carrier, pushchairs/prams/ nappy changing and feeding resources).</p> <p>These additional resident permit costs equate only to a small percentage of the annual costs of running a motor vehicle. The council introduced the option for resident to purchase a 1 and 3 month permit to help make them more affordable and flexible.</p>	

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			<p>This financial impact has been considered against the impact that larger vehicles pose to public health and safety and the needs of managing and administering a scheme to help ensure that residents had greater access to kerb space near to their homes for parking of private vehicles.</p> <p>National exemptions for loading and unloading apply which enable people to park on single and double yellow lines (except where a loading ban is in place for safety reasons) to unload bulky items and to also allow people to board and alight. In the context of vulnerable people, including young children and infants, these may be escorted to their destination.</p> <p>Free parking remains available in Keynsham within 2 locations for 30 minutes and 1 hour. On street free to use limited waiting bays are available within these areas.</p>	
3	Gender reassignment		<p>Whilst there is no intended impact - all who qualify for permits can purchase one and there are no restriction in place for paid for parking, it is acknowledged that Trans individuals may have poorer mental health as discrimination, familial rejection and societal inequality can continue to</p>	

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			<p>impact their well-being even after transition.</p> <p>Research consistently shows a link between lower income and poorer mental health outcomes and therefore this group may be disproportionately impacted by these proposals.</p> <p>The Bath & North East Somerset (B&NES) Active Travel Masterplan aims to increase active travel options like walking and cycling, providing better access to alternatives to private car ownership, with a focus on addressing gender disparities in their use. The plan includes initiatives to make active travel safer, more accessible, and more appealing to all, regardless of gender.</p> <p>These additional resident permit costs equate only to a small percentage of the annual costs of running a motor vehicle. The council introduced the option for resident to purchase a 1 and 3 month permit to help make them more affordable and flexible.</p> <p>Free parking remains available in Keynsham within 2 locations for 30 minutes and 1 hour. On street free to use limited waiting bays are available within these areas.</p>	

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4	Disability	<p>The introduction of higher charges for larger vehicles is aimed at discouraging larger vehicles to park within narrow residential streets, improving access for people, particularly disabled people that may need to park closer to their homes, including Blue Badge holders or disabled people who do not qualify for a Blue Badge.</p>	<p>Disabled people with wheelchairs are more likely to have a larger vehicle to enable access.</p> <p>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</p> <p>On-street permits do not impact on disabled people that hold a Blue Badge as they are currently entitled to park in all on street residents permit bays and pay and display bays within B&NES without displaying a permit or a pay and display ticket provided a valid blue badge is clearly displayed.</p> <p>Residents of a permit scheme area who hold a Blue Badge are entitled to a permit free of charge.</p> <p>A Blue badge also allows up to 3 hours of parking when parking on yellow lines where no loading restrictions are in place.</p> <p>Free parking remains available in Keynsham within 2 locations for 30 minutes and 1 hour. On street free to use</p>	<p>There may be an increase in people applying for a Blue Badge or Diamond Travelcard.</p>

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			<p>limited waiting bays are available within these areas.</p> <p>Any financial impact has been considered against the impact that larger vehicles pose to public health and safety and the needs of managing and administering a scheme to help ensure that residents had greater access to kerb space near to their homes for parking of private vehicles. The UK Parliament is actively addressing the disability pay gap through consultations and proposed legislation, notably within the Equality (Race and Disability) Bill. This bill includes provisions for mandatory disability and ethnicity pay gap reporting for larger employers, aiming to create a more equal society and support economic growth. The consultation process seeks input on how to gather meaningful data and ensure it's used effectively by employers to address the disparities.</p> <p>This indicates that disabled people experience pay discrimination at work, therefore disabled people that do not qualify for a Blue Badge may be disproportionately impacted by an increase in kerb space restrictions that requires payment or a permit.</p>	
5	Race		Whilst there is no intended impact - all who qualify for permits can purchase one	

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			<p>and there are no restriction in place for paid for parking; 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.</p> <p>These additional resident permit costs equate only to a small percentage of the annual costs of running a motor vehicle. The council introduced the option for resident to purchase a 1 and 3 month permit to help make them more affordable and flexible.</p> <p>Any financial impact has been considered against the impact that larger vehicles pose to public health and safety and the needs of managing and administering a scheme to help ensure that residents had greater access to kerb space near to their homes for parking of private vehicles.</p>	
6	Sexual orientation		No intended impact - all who qualify for permits can purchase one and there are no restrictions in place for paid for parking.	
7	Marriage and civil partnership		Whilst there is no intended impact - all who qualify for permits can purchase one and there are no restriction in place for paid for parking; it is noted that they may	

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			<p>be more likely to own more than one vehicle, and therefore experience a greater impact of increased costs, for the purpose of convenience and to support greater flexibility and independence in daily routines. However, there is no definitive data to indicate that couples in marital or civil partnerships do own more than one vehicle.</p> <p>These additional resident permit costs equate only to a small percentage of the annual costs of running a motor vehicle. The council introduced the option for resident to purchase a 1 and 3 month permit to help make them more affordable and flexible.</p> <p>Any financial impact has been considered against the impact that larger vehicles pose to public health and safety and the needs of managing and administering a scheme to help ensure that residents had greater access to kerb space near to their homes for parking of private vehicles.</p> <p>Free parking remains available in Keynsham within 2 locations for 30 minutes and 1 hour. On street free to use limited waiting bays are available within these areas.</p>	

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8	Religion/belief		<p>There is no known impact - all who qualify for permits can purchase one and there are no restrictions in place for paid for parking.</p> <p>Resident parking schemes apply 7 days a week.</p> <p>Free limited waiting and loading bay provision is made available across the scheme areas for motorists that may need to park but cannot obtain a permit.</p> <p>Any financial impact has been considered against the impact that larger vehicles pose to public health and safety and the needs of managing and administering a scheme to help ensure that residents had greater access to kerb space near to their homes for parking of private vehicles.</p>	
9	Age	The introduction of higher charges for larger vehicles is aimed at discouraging larger vehicles to park within narrow residential streets, improving access for people, particularly vulnerable people that may need to park closer to their homes. This also benefits local bus services helping to support those with access to free travel	<p>Additional resident permit costs equate only to a small percentage of the annual costs of running a motor vehicle. The council introduced the option for resident to purchase a 1 and 3 month permit to help make them more affordable and flexible.</p> <p>Any financial impact has been considered against the impact that larger vehicles pose to public health and safety and the needs of managing and administering a</p>	

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		who wish to travel more sustainably.	<p>scheme to help ensure that residents had greater access to kerb space near to their homes for parking of private vehicles.</p> <p>Paper visitor permits remain available upon request for customers in old scheme areas or as a reasonable adjustment in more recent schemes.</p> <p>People of qualifying age, or who have certain disabilities, 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. This also allows use of the Park & Ride service free of charge after 09.00 to help support the use of this more sustainable service.</p> <p>Community transport schemes operate across Bath and North East Somerset to provide safe, accessible transport for people who cannot use public transport due to disability, age or lack of access to services. More information on these can be found online at https://livewell.bathnes.gov.uk/community-transport</p> <p>Card and cash payment terminals remain widely deployed across council car parks,</p>	

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			<p>where electricity supplies to equipment allow, to increase the flexibility of payment options including those who may not have access to a mobile/smart phone.</p> <p>Free parking remains available in Keynsham within 2 locations for 30 minutes and 1 hour. On street free to use limited waiting bays are available within these areas.</p>	
10	Socio-economically disadvantaged	The introduction of higher charges for larger vehicles is aimed at discouraging larger vehicles to park within narrow residential streets, improving access for people and local bus services helping to support those with access to free travel who wish to travel more sustainably.	<p>Any unintended impact should be considered against the impact that larger vehicles pose to public health and safety and the needs of managing and administering a scheme to help ensure that residents had greater access to kerb space near to their homes for parking of private vehicles.</p> <p>In 2022 the council introduced permits of shorter 1 and 3 month duration to reduce purchase cost and increase flexibility.</p> <p>A member of the public is free to park their vehicle anywhere on the highway where the restrictions do not forbid them from doing so and if they are not classed as being an obstruction to which the Police would enforce as a criminal matter.</p>	
11	Rural communities		Any unintended impact should be considered against the impact that larger	

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			<p>vehicles pose to public health and safety and the needs of managing and administering a scheme to help ensure that residents had greater access to kerb space near to their homes for parking of private vehicles.</p> <p>A member of the public is free to park their vehicle anywhere on the highway where the restrictions do not forbid them from doing so and if they are not classed as being an obstruction to which the Police would enforce as a criminal matter</p> <p>People of qualifying age, or who have certain disabilities, 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. This also allows use of the Park & Ride service free of charge after 09.00 to help support the use of this more sustainable service.</p> <p>Community transport schemes operate across Bath and North East Somerset to provide safe, accessible transport for people who cannot use public transport due to disability, age or lack of access to services. More information on these can be found online at</p>	

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			https://livewell.bathnes.gov.uk/community-transport	
12	Armed Forces Community		<p>Whilst there is no intended impact - all motorists are able to purchase paid for parking, or a permit where they qualify, ; it's noted that members of the armed forces community may be more likely to be mobile and living in areas for short periods.</p> <p>In 2022 the council introduced permits of shorter 1- and 3-month duration to reduce purchase cost and increase flexibility.</p> <p>A member of the public is free to park their vehicle anywhere on the highway where the restrictions do not forbid them from doing so and if they are not classed as being an obstruction to which the Police would enforce as a criminal matter.</p> <p>Any unintended impact should be considered against the impact that larger vehicles pose to public health and safety and the needs of managing and administering a scheme to help ensure that residents had greater access to kerb space near to their homes for parking of private vehicles.</p>	
13	Care Experienced	The introduction of higher charges for larger vehicles is	Whilst there is no intended impact - all motorists are able to purchase paid for	

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		<p>aimed at discouraging larger vehicles to park within narrow residential streets, improving access for people and local bus services helping to support those with access to free travel who wish to travel more sustainably.</p> <p>Care leavers aged 18 to 25 living in the West of England Mayoral Combined Authority are eligible for free bus travel until 31 March 2026.</p>	<p>parking, or a permit where they qualify, it's noted that the higher costs of living are significantly impacting the lives of care-experienced young people, exacerbating existing challenges and creating new ones related to mental health, housing, and financial stability. Many may struggle to afford basic necessities and face increased debt.</p> <p>In 2022 the council introduced permits of shorter 1- and 3-month duration to reduce purchase cost and increase flexibility.</p> <p>A member of the public is free to park their vehicle anywhere on the highway where the restrictions do not forbid them from doing so and if they are not classed as being an obstruction to which the Police would enforce as a criminal matter</p> <p>Any unintended impact should be considered against the impact that larger vehicles pose to public health and safety and the needs of managing and administering a scheme to help ensure that residents had greater access to kerb space near to their homes for parking of private vehicles.</p>	

Name of officer(s) conducting equality analysis: Andrew Dunn, Service Manager - Parking

Signed off by: Chris Major, Director of Place Management

Date: 4th December 2025