

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	Increase in parking income through additional enforcement & fee changes			
Growth or Savings/Income?	Income	FTE Reduction/Increase	Nil	
Brief Description and Aim <i>(no more than 100 words)</i>	<p>Proposal is to review and implement changes to P&D and extend RPZs across Bath. To implement enforcement of pavement parking and general increase in enforcement. Increased PCN charge.</p> <p>Partly dependent on government review of pavement parking and increasing PCN fees.</p>			
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)	100	50	
Directorate/Service area and Cabinet Portfolio	Sustainable Communities/Sustainable Transport Strategy			

Impacts to Service Delivery <i>(no more than 100 words)</i>	Low – have factored for additional staff to enable more enforcement.
Delivery Risk Rating (High/Medium/Low) <i>(Please detail reasons and actions to reduce risk)</i>	Low 1) Part of transport strategy to expand use of RPZs 2) Council already has some powers to make pavement parking enforceable which could be enacted if government fails to bring in other powers.
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>	Potential to increase demand for P&R services through removal of commuter parking.

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		Whilst there is no intended impact - all motorists regardless of sex are able to purchase paid for parking, or a permit	

			<p>where they qualify, 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 council's Active Travel masterplan 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 gender.</p> <p>Any unintended impacts impact should be considered against the needs of managing our highway network to ensure strategic objectives are met.</p>	
2	Pregnancy & maternity	<p>The introduction of RPZs in areas where no restrictions exist and the roads are narrow will be beneficial where pavement parking occurs, ensuring action can more readily be taken to keep footways accessible, help to protect vulnerable pedestrians and those with pushchairs.</p> <p>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). Short stay P&D will</p>	<p>Whilst there is no intended impact - all motorists are able to purchase paid for parking, or a permit where they qualify, it is acknowledged that being pregnant or on maternity leave may impact on household income.</p> <p>National exemptions for loading and unloading apply which enable people to park on single/double yellow lines (except where a loading ban is in place for safety reasons) and P&D 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>	

		increase turnover and the opportunity to locate kerb space, whilst additional controls within RPZ areas will prioritise residents.		
3	Gender reassignment		<p>Whilst there is no intended impact - all motorists are able to purchase paid for parking, or a permit where they qualify, it's acknowledged that individuals experiencing gender dysphoria may have poorer mental health as discrimination, familial rejection and societal inequality can continue impact the well-being of trans individuals even after transition. Research consistently shows a link between lower income and poorer mental health outcomes and therefore this group may be disproportionately impacted by an increase in kerb space restrictions that requires payment or a permit.</p> <p>The council's Active Travel masterplan 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 gender.</p> <p>Any unintended impacts impact should be considered against the needs of managing our highway network to ensure strategic objectives are met.</p>	

4	Disability	<p>The introduction of RPZs in areas where no restrictions exist and the roads are narrow will be beneficial where pavement parking occurs, ensuring action can more readily be taken to keep footways accessible, help to protect vulnerable pedestrians</p> <p>Blue Badge holders 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>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>Residents of a permit scheme area who hold a Blue Badge are entitled to a permit free of charge.</p>	<p>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> <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>Any unintended impacts impact should be considered against the needs of managing our highway network to ensure strategic objectives are met.</p>	
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5	Race		<p>Whilst there is no intended impact - all motorists can purchase paid for parking, or a permit where they qualify, it's 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>Any unintended impacts impact should be considered against the needs of managing our highway network to ensure strategic objectives are met.</p>	
6	Sexual orientation		No known impacts	
7	Marriage and civil partnership		Potential increase for married/partnered couples with 2 car households	
8	Religion/belief		Increased costs may be prohibitive for people accessing places of worship in areas of RPZs or when using Park & Ride.	
9	Age	The introduction of RPZs in areas where no restrictions exist and the roads are narrow will be beneficial where pavement parking occurs, ensuring action can more readily be taken to keep footways accessible, help to protect vulnerable pedestrians.	<p>Older people may face technological obstacles in accessing kerb space managed by new restrictions. Alternative payment options to mobile apps will remain available for P&D parking where practicable.</p> <p>Customers who have difficulty accessing/using online/App based services may contact MiPermit by telephone for assistance 7 days a week to purchase ad hoc parking.</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.</p> <p>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>	
10	Socio-economically disadvantaged		<p>Any unintended impacts impact should be considered against the needs of managing our highway network to ensure strategic objectives are met.</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		<p>Any unintended impacts impact should be considered against the needs of managing our highway network to ensure strategic objectives are met.</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</p>	

			<p>services. More information on these can be found online at https://livewell.bathnes.gov.uk/community-transport</p> <p>People living in rural areas and travelling into Bath are more likely to use the P&R and to access parking so will be adversely impacted.</p>	
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>	
13	Care Experienced	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.	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 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,	

			<p>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>	
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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