

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 income through enforcement of yellow box markings and other traffic restrictions			
Growth or Savings/Income?	Income	FTE Reduction/Increase	Nil	
Brief Description and Aim <i>(no more than 100 words)</i>	Proposal is to enforce a number of movement traffic restrictions where contravention by motor vehicles causes congestion or road safety issues, such as yellow box markings.			
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)	250		
Directorate/Service area and Cabinet Portfolio	Sustainable Communities/Sustainable Transport Strategy			
Impacts to Service Delivery <i>(no more than 100 words)</i>	Low – is an extension to the current arrangement of enforcing bus lanes.			

Delivery Risk Rating (High/Medium/Low) <i>(Please detail reasons and actions to reduce risk)</i>	Low 1) These are existing traffic restrictions. 2) Council already has powers to enforce.
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 improve reliability of bus services through tackling congestion caused by non-compliance of traffic restrictions.

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	Enforcing more types of traffic restrictions such as banned turns and one way streets will make roads safer for all users. It will encourage all drivers and riders of motor vehicles to comply with restrictions.	No known impacts.	No known impacts.
2	Pregnancy & maternity		No known impacts.	No known impacts.
3	Gender reassignment		No known impacts.	No known impacts.

4	Disability	<p>Where a driver fails to comply with a correctly signed traffic restriction on the highway the impact will potentially be felt by all road users, but this impact may be more greatly experienced by more vulnerable road users or those that have a disability.</p> <p>The enforcement of these restrictions will benefit road users most affected when drivers contravene traffic restrictions that are implemented to improve road safety.</p>	<p>Drivers and riders of motor vehicles who contravene one of the enforced traffic restrictions will be liable to pay a penalty charge notice.</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 may be disproportionately impacted by the issuing of penalties for contravening traffic restrictions.</p> <p>Motorists who do not contravene traffic restrictions will not be liable to pay a penalty.</p> <p>Any unintended impacts impact should be considered against the needs of managing our highway network to ensure strategic objectives are met.</p>	No known impacts
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5	Race	Enforcing more types of traffic restrictions such as banned turns and one way streets will make roads safer for all users. It will encourage all drivers and riders of motor vehicles to comply with restrictions.	<p>Whilst there is no intended impact - all motorists who contravene and enforced traffic restriction will be liable to a penalty, 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>Motorists who do not contravene traffic restrictions will not be liable to pay a penalty.</p> <p>Any unintended impacts impact should be considered against the needs of managing our highway network to ensure strategic objectives are met.</p>	No known impacts
6	Sexual orientation		No known impacts	No known impacts
7	Marriage and civil partnership		No known impacts	No known impacts
8	Religion/belief		No known impacts	No known impacts
9	Age	<p>Where a driver fails to comply with a correctly signed traffic restriction on the highway the impact will potentially be felt by all road users, but this impact may be more greatly experienced by more vulnerable road users.</p> <p>The enforcement of these restrictions will benefit road users most affected when</p>	No known impacts	No known impacts

		drivers contravene traffic restrictions that are implemented to improve road safety.		
10	Socio-economically disadvantaged	Enforcing more types of traffic restrictions such as banned turns and one way streets will make roads safer for all users. It will encourage all drivers and riders of motor vehicles to comply with restrictions.	Motorists who do not contravene traffic restrictions will not be liable to pay a penalty. Any unintended impacts impact should be considered against the needs of managing our highway network to ensure strategic objectives are met.	No known impacts
11	Rural communities		No known impacts	No known impacts
12	Armed Forces Community		No known impacts	No known impacts
13	Care Experienced		No known impacts	No known impacts

Name of officer(s) conducting equality analysis: Paul Garrod, Head of Highways Delivery

Signed off by: Chris Major, Director of Place Management

Date: 9th December 2025