

# Equality Impact Assessment / Equality Analysis

<b>Title of service or policy</b>	Variation for Chew Magna & Midsomer Norton (Leisure Centre) car park TRO removal.
<b>Name of directorate and service</b>	Place Management - Parking Services
<b>Name and role of officers completing the EIA</b>	Andrew Dunn, Team Manager – Parking
<b>Date of assessment</b>	22 January 2025

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 different groups within the community. The main aim is to identify any discriminatory or negative consequences for a particular group or sector of the community, and also to identify areas where equality can be better promoted. Equality impact Assessments (EIAs) 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 (EIA) or Equality Analysis. **Not all sections will be relevant – so leave blank 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.

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

Key questions	Answers / notes
<p>1.1 Briefly describe purpose of the service/policy e.g.</p> <ul style="list-style-type: none"> <li>• How the service/policy is delivered and by whom</li> <li>• If responsibility for its implementation is shared with other departments or organisations</li> <li>• Intended outcomes</li> </ul>	<p>The council no longer has any management or operational responsibility for either location which are under private ownership. This variation removes the formal restrictions set out in the Traffic Regulation Order.</p>
<p>1.2 Provide brief details of the scope of the policy or service being reviewed, for example:</p> <ul style="list-style-type: none"> <li>• Is it a new service/policy or review of an existing one?</li> <li>• Is it a national requirement?).</li> <li>• How much room for review is there?</li> </ul>	<p>The council is required to remove the formal restrictions from both locations as it no longer has landowner authorisation to manage and/or operate them.</p> <p>Road Traffic Regulation Act 1984, section 32.</p>
<p>1.3 Do the aims of this policy link to or conflict with any other policies of the Council?</p>	<p>This policy does not conflict with any other policies held by the council, noting that the council has no authorisation to enforce restrictions the current order prescribed at either location.</p>

## 2. Consideration of available data, research and information

Key questions	Data, research and information that you can refer to
<b>2.1</b> What equalities training have staff received to enable them to understand the needs of our diverse community?	<p>All staff within Parking Services have completed Equalities training during their induction to ensure compliance with corporate standards.</p> <p>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.</p>
<b>2.2</b> What is the equalities profile of service users?	<p>Anyone who requires parking within the geographical area of Bath and North East Somerset can potentially purchase parking, therefore the service users are likely to be representative of the national population that travel by private vehicle. <a href="http://www.bathnes.gov.uk/services/your-council-and-democracy/equality-and-diversity/equality-mapping">http://www.bathnes.gov.uk/services/your-council-and-democracy/equality-and-diversity/equality-mapping</a></p>
<b>2.3</b> Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?	<p>Parking Services also uses the Voicebox survey to measure customer satisfaction. The results of the Voicebox 32 survey (2023/24) record 57% of respondents expressed a satisfied or neutral view to the provision and operation of on-street parking.</p>
<b>2.4</b> What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	<p>The “Balancing your Needs” parking strategy was consulted on in 2017 and adopted in 2018. The parking strategy set out the key policy direction and objectives for the service until 2028.</p> <p>This EIA and the proposals are due to be presented to the general public as part of the statutory consultation process for Traffic Regulation Orders (TROs) in line with the Road Traffic Regulation Act 1984 across a 28-day period in early 2025.</p>

<p><b>2.5</b> If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equalities considerations within this?</p>	<p>All members of the public can provide feedback on the proposals, indicating whether they support; partially support; or object to them. This includes feedback if a respondent feels there is an equalities issue that has not been identified or considered. The Council is mandated to consider such objections; however, it should be noted that the council has no legal authority to enforce restrictions prescribed within a TRO on private land without authorisation from the landowner.</p> <p>The consultation will be publicised via notices installed at the public highway adjacent to the locations detailed in the proposal, noting that the council has no authority to erect notices within each private car park.</p>
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### 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 equalities groups

	<b>Examples of what the service has done to promote equality</b>	<b>Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this</b>
<b>3.1 Issues relating to all groups</b> and protected characteristics	On street parking remains available for all motorists on the public highway adjacent to both locations. Additional off-street parking remains available in Midsomer Norton.	Some motorists may find access to vacant kerb space more difficult. If restrictions need to be revised to address specific local needs, these can be requested via local members for input into the TRO review process.
<b>3.2 Sex</b> – identify the impact/potential impact of the policy on women and men.		No additional impacts identified
<b>3.3 Pregnancy and maternity</b>		No additional impacts identified

	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
<b>3.4 Gender reassignment</b> – identify the impact/potential impact of the policy on transgender people		No additional impacts identified
<b>3.5 Disability</b> – identify the impact/potential impact of the policy on disabled people (ensure consideration both physical, sensory and mental impairments and mental health)	<p>Blue badges can be used on street on double and single yellow lines for up to 3 hours.</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 <a href="https://livewell.bathnes.gov.uk/community-transport">https://livewell.bathnes.gov.uk/community-transport</a></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. <a href="https://beta.bathnes.gov.uk/applying-free-bus-pass-diamond-travelcard">https://beta.bathnes.gov.uk/applying-free-bus-pass-diamond-travelcard</a></p>	No additional impacts identified
<b>3.6 Age</b> – identify the impact/potential impact of the policy on different age groups	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	No additional impacts identified

	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
	<p>services. More information on these can be found online at <a href="https://livewell.bathnes.gov.uk/community-transport">https://livewell.bathnes.gov.uk/community-transport</a></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. <a href="https://beta.bathnes.gov.uk/applying-free-bus-pass-diamond-travelcard">https://beta.bathnes.gov.uk/applying-free-bus-pass-diamond-travelcard</a></p>	
<b>3.7 Race</b> – identify the impact/potential impact on across different ethnic groups		No additional impacts identified
<b>3.8 Sexual orientation</b> – identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual people		No additional impacts identified
<b>3.9 Marriage and civil partnership</b> – does the policy/strategy treat married and civil partnered people equally?		No additional impacts identified
<b>3.10 Religion/belief</b> – identify the impact/potential impact of the policy on people of different religious/faith		No additional impacts identified

	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
groups and also upon those with no religion.		
<b>3.11 Socio-economically disadvantaged*</b> – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances <b>(this is not a legal requirement, but is a local priority).</b>	<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 <a href="https://livewell.bathnes.gov.uk/community-transport">https://livewell.bathnes.gov.uk/community-transport</a></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. <a href="https://beta.bathnes.gov.uk/applying-free-bus-pass-diamond-travelcard">https://beta.bathnes.gov.uk/applying-free-bus-pass-diamond-travelcard</a></p>	No additional impacts identified
<b>3.12 Rural communities*</b> identify the impact / potential impact on people living in rural communities	<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>	No additional impacts identified

	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
	<a href="https://livewell.bathnes.gov.uk/community-transport">https://livewell.bathnes.gov.uk/community-transport</a>  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. <a href="https://beta.bathnes.gov.uk/applying-free-bus-pass-diamond-travelcard">https://beta.bathnes.gov.uk/applying-free-bus-pass-diamond-travelcard</a>	
<b>3.13 Armed Forces Community **</b> 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).		No additional impacts identified

\*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.

#### 4. Bath and North East Somerset Council & NHS B&NES 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
Issues raised by Consultees through statutory consultation.	To review the EIA Staff to review feedback and identify any equalities issues and actions required as necessary.	Completion of review of feedback:	Team Manager - Parking	One month after engagement ends.

#### 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 Equalities Team ([equality@bathnes.gov.uk](mailto:equality@bathnes.gov.uk)), who will publish it on the Council's and/or NHS B&NES' website. Keep a copy for your own records.

**Signed off by:**

**Date:**