



Full Equality Impact Assessment (EIA)

Impact assessment should be considered in the full range of functions, activities and decisions that the organisation is responsible for. Their purpose is to analyse policies and practices to ensure that they do not discriminate or disadvantage people. They must be relevant and proportionate to the level of changes and impact and where potential for disadvantage is identified they should demonstrate plans to eliminate.

Complete a full equality impact assessment where there is a potential risk of disadvantage to groups/individuals representative of the protected characteristics.

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| 1. Which Function/policy are you assessing? | | | |
| Potential introduction of a parking app. for Council car parks which will provide an electronic payment system for users. Ticket machines will continue to be available in all car parks, with the exception of the new car park at Kings Mill Reservoir, the construction of which is due for completion in 2020. The existing car park will have a ticket machine installed. | | | |
| 2. Who is responsible for this Function/policy? (Manager and Section) | | | |
| Sarah Daniel, Place and Wellbeing | | | |
| 3. What changes are you proposing to this service? | | | |
| The new car park will not have a ticket machine, all existing car parks have ticket machines. (A ticket machine will be installed in the existing car park prior to when the new parking order comes into force – subject to the process, expected to be in May 2020). This will mean that all users of the new car park (except Blue Badge holders) will need to pay using the parking app. or walk to the existing car park to use the ticket machine (the maximum distance from the position of the ticket machine in the existing car park and a bay in the new car park is 110 metres). Users could also drive to the ticket machine, before parking in the new car park if necessary. The app. allows for payment by phone and text and therefore users would not require a smartphone. | | | |
| 4. What potential impact will these changes have on each equality strand? | | | |
| Equality Strand | Positive (Please provide evidence) | Negative (Please provide evidence) | Unmet Need (please provide evidence) |

| | | | |
|------------------------------|--|---|-----------------|
| Age | Older people | Older people are less likely to use mobile phones and less likely to have smartphones. The app. can be accessed using a text or phone call from any mobile phone, | None identified |
| Disability | Blue Badge holders are not required to display a ticket and therefore will not be affected by the parking app./ no ticket machine being provided in the new car park | None identified | None identified |
| Gender | None identified | None identified | None identified |
| Race | None identified | None identified | None identified |
| Religion or Belief | None identified | None identified | None identified |
| Sexual Orientation | None identified | None identified | None identified |
| Socio Economic (Deprivation) | None identified | People may be less likely to have a mobile phone due to cost. | None identified |

What evidence or data do you have that supports your assessment? For example usage, customer feedback, consultation, comparative information etc.

The assessment is based on the average ownership of mobile phones.

Action plan

5. If you have found a negative impact, what are the concerns?

6. What action do you plan to take to mitigate this impact? This could involve consultation with those affected.

7. What is the target date for these actions?

8. Who is responsible?

| 5. Concern | 6. Action | 7. Target Date | 8. Responsible |
|---|---|---|----------------|
| Older people are less likely to use mobile phones and less likely to have smartphones. The app. can be accessed using a text or phone call from any mobile phone, | Provision of a ticket machine in the existing car park will mean that users of the new car park can purchase a ticket if they do not have access to a mobile phone. | May 2020 – when charges are introduced. | Place team |
| People on lower incomes may be | Provision of a ticket machine in the existing car park will mean | May 2020 – when | Place team |

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|--|--|-------------------------|--|
| less likely to have a mobile phone due to cost. | that users of the new car park can purchase a ticket if they do not have access to a mobile phone. | charges are introduced. | |
| 9. Explain how you have included these actions to mitigate within your service plan | | | |
| Not applicable – the ticket machine will be installed following the introduction of the new parking order. | | | |
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| Date: 16.1.20 | Sarah Daniel, Place Team Leader | | |