

## EQUALITY IMPACT ASSESSMENT

EIA Version	Date	Author	Changes
V 1.0	25 January 2021	Martin Hall	N/A

Stage 1: Title and aims of the activity (“activity” is an umbrella term covering policies, procedures, guidance and decisions including those that affect services the council delivers).

Service	Infrastructure Services
Section	Transportation
Title of the activity etc.	Transportation - Increase in Car Park Tariffs
Aims and desired outcomes of the activity	Increase revenue from off street car parks to mitigate wider Council budget pressures
Author(s) & Title(s)	Martin Hall, Strategy Manager

Stage 2: List the evidence that has been used in this assessment and explain what it means in relation to the activity you are assessing.

Evidence	What does it say?	What does it mean?
Internal data (customer satisfaction surveys; equality monitoring data; customer complaints).	Car Park usage data (pre-March 2020)	Following the change in tariffs in September 2019, there was a reduction in the number of transaction and increase in revenue. Both of these were in line with projections. No data available from March 2020 due to suspension of charges until 4 January 2021 and due to ongoing lockdown.
Internal consultation with staff and other services affected.	No formal consultation	

External consultation (partner organisations, community groups, and councils).	No discussions with external stakeholders on increasing the parking tariffs, however there was negative feedback from business associations and some customer son the revisions to tariffs in September 2019 that saw the removal of free periods in our Pay and Display car parks.	Although the increases to parking tariffs is likely to be very minor, it is expected that they will be received negatively by most external stakeholders.
External data (census, available statistics).	None gathered at this time.	
Other (general information as appropriate).	Comparison to other, similar local authority parking charges.	Aberdeenshire Council have low parking costs when compared to neighbouring authorities.

Stage 3: Evidence Gaps.	
Are there any gaps in the information you currently hold?	No consultation with customers, however this would be required as part of the process for any changes to parking tariffs.

Stage 4: Measures to fill the evidence gaps.		
What measures will be taken to fill the information gaps before the activity is implemented? These should be included in the action plan at the back of this form.	Measures:	Timescale:
	Public Consultation	3-4 months

Stage 5: What steps can be taken to promote good relations between various groups/areas?	
These should be included in the action plan.	Previously an active and informative publicity campaign was carried out to explain why we charge for parking, however the focus on this was to achieve cost recovery rather than to mitigate the wider Council budget deficit.

Stage 6: How does the policy/activity create opportunities for advancing equality of opportunity?

Not Applicable

Stage 7a:

Are there potential impacts on protected groups?

The protected groups covered by the equality duty are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Who is affected by the activity or who is intended to benefit from the proposed activity and how? Complete the table below for each protected group by inserting “yes” in the applicable box/boxes below.

	Positive	Negative	Neutral	Unknown
Age – Younger			YES	
Age - Older			YES	
Disability			YES	
Race – (includes Gypsy Travellers)			YES	
Religion or Belief			YES	
Sex			YES	
Pregnancy and maternity			YES	
Sexual orientation – (includes Lesbian/ Gay/Bisexual)			YES	
Gender reassignment – (includes Transgender)			YES	
Marriage and Civil Partnership			YES	

Stage 7b: Do you have evidence or reason to believe that this policy, activity etc. will or may impact on socio-economic inequalities?

This is about trying to be fair to everyone. Part of that is realising that not everyone may be starting at the same place. Some individuals and families may have low income, may have very little or no savings which means they are living from month to month therefore changes to council policies/services may have a greater adverse impact on them.

On this basis you should consider potential impacts on individuals/families by:

- Place: on specific vulnerable areas or communities (SIMD, regeneration, rural) e.g., housing, transport.
- Pockets: household resources, (Income, benefits, outgoings) ability to access a service
- Prospects: peoples life chances e.g., Access to, or ability to access employment, training, services (such as council or health) or support.

Groups of people who may be impacted include, but not limited to:

<ul style="list-style-type: none"> <li>• Unemployed</li> <li>• Single parents and vulnerable families</li> <li>• People on benefits</li> <li>• Those involved in the criminal justice system</li> <li>• People in the most deprived communities</li> <li>• People who live in rural areas</li> </ul>	<ul style="list-style-type: none"> <li>• Pensioners</li> <li>• Looked after children</li> <li>• Carers including young carers</li> <li>• Veterans</li> <li>• Students</li> <li>• Single adult households</li> <li>• People who have experienced the asylum system</li> </ul>	<ul style="list-style-type: none"> <li>• Those leaving the care setting including children and young people and those with illness</li> <li>• Homeless people</li> <li>• People with low literacy/numeracy</li> <li>• People with lower educational qualifications</li> <li>• People in low paid work</li> <li>• People with one or more protected characteristic</li> </ul>
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Please complete by inserting “yes” in the applicable box/boxes below.

Socio-economic disadvantage	Positive	Negative	Neutral	Unknown
Pockets: Low income/income poverty – cannot afford to maintain regular payments such as bills, food, clothing			YES	

Pockets: Low and/or no wealth – enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future			YES	
Pockets: Material deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure and hobbies			YES	
Place: Area deprivation – where you live, where you work			YES	
Prospects: Socioeconomic background – social class i.e. parents education, employment and income, educational achievement.			YES	

Stage 8: What are the positive and negative impacts?		
Impacts.	Positive	Negative
Please detail the potential positive and/or negative impacts you have highlighted above. Detail the impacts and describe those affected.		

Stage 9: Have any of the affected groups/areas been involved, engaged with or consulted?

<p>If yes, please give details of how this was done and what the results were. If no, how have you ensured that you can make an informed decision about mitigating steps?</p>	<p>No.</p>
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**Stage 10: What mitigating steps will be taken to remove or reduce negative impacts?**

<p>These should be included in any action plan at the back of this form.</p>	Mitigating Steps	Timescale
	None	

**Stage 11: What monitoring arrangements will be put in place? How the EqIA will be used to monitor the proposal**

<p>These should be included in any action plan (for example customer satisfaction questionnaires).</p>	
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**Stage 12: What is the outcome of the Assessment?**

<p>Please complete the appropriate box/boxes</p>	1	No negative impacts have been identified –please explain.
	<p>The production of the EqIA has been based on the extensive previous work done when considering the most recent increases in car parking tariffs.</p>	
	2	<p>Negative Impacts have been identified; these can be mitigated - please explain. * Please fill in Stage 13 if this option is chosen.</p>
	3	<p>The activity will have negative impacts which cannot be mitigated fully – please explain. * Please fill in Stage 13 if this option is chosen</p>

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\* Stage 13: Set out the justification that the activity can and should go ahead despite the negative impact.

There is no mitigating measure for this, although all town centres have free parking available albeit it may be in less convenient locations than the off-street pay and display car parks

Stage 14: Sign off and authorisation.

Sign off and authorisation.	1) Service and Team	Transportation		
	2) Title of Policy/Activity	Increase in Car Park Tariffs		
	3) <b>Authors:</b> I/We have completed the equality impact assessment for this policy/activity.	Name: Martin Hall Position: Strategy Manager Date: 25 January 2021 Signature:	Name: Position: Date: Signature:	
		Name: Position: Date: Signature:	Name: Position: Date: Signature:	
	4) Consultation with Service Manager	Name: N/A Date:		
	5) Authorisation by Director or Head of Service	Name: Ewan Wallace Position: Head of Service Date: 01/02/21	Name: Position: Date:	
	6) If the EqlA relates to a matter that has to go before a Committee, Committee report author sends the Committee Report and this form, and any supporting assessment documents, to the Officers responsible for monitoring and the Committee Officer of the relevant Committee.			Date:
	7) EqlA author sends a copy of the finalised form to: equalities@aberdeenshire.gov.uk			Date:

