



EQUALITY IMPACT ASSESSMENT TEMPLATE

PLEASE ENSURE YOU READ THE GUIDANCE NOTES BEFORE COMPLETING THIS TEMPLATE

Completing an EIA is the simplest way to demonstrate that the Council has considered the equality impacts of its decisions and it reduces the risk of legal challenge. EIAs should be carried out at the earliest stages of policy development or a service review, and then updated as the policy or review develops. EIAs must be undertaken when it is possible for the findings to inform the final decision.

SECTION 1:

Title	Parking: Traffic-Sensitive Streets Kerbside Management
<p>What are you analysing?</p> <ul style="list-style-type: none"> • What is the policy/project/activity/strategy looking to achieve? • Who is it intended to benefit? Are any specific groups targeted by this decision? • What results are intended? 	<p>Local Authorities have the power to designate certain streets as ‘traffic sensitive’. These streets carry more vehicular traffic, are more prone to significant impacts from congestion, and face greater pressure for access to the highway and kerbside, meaning work or activities are likely to be disruptive to other road users and create more risk of serious accidents on street. Access to these streets for works incur increased charges through the Street Works permitting system to reduce the duration of the works. It is proposed that a similar scale of differential Parking-related charges be applied for access to the kerbside. Specifically :</p> <ul style="list-style-type: none"> • Increased suspension fees • Reducing loading and waiting allowances • Increased fees for skips and dispensations • Targeted parking enforcement <p>Currently 620 of Westminster’s streets are defined as ‘traffic sensitive’. The impact of this initiative is difficult to estimate before a charging structure has been devised. The % uplift in fees should be aligned with the uplift for permitting on these streets and concessions would need to be considered for essential activities such as residential moves.</p>
Details of the lead person completing the screening/EIA	<p>(i) Full Name: Darren Montague</p> <p>(ii) Position: Service Implementation Manager</p> <p>(iii) Unit: Parking Services</p>

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Date sent to Equalities@westminster.gov.uk	07 December 2020
Version number and date of update	V1.0 07 December 2020

SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

<p>2.1</p>	<p>Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal</p> <ul style="list-style-type: none"> <i>If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes.</i> <i>Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal</i> 	
	<p>How many people use the service currently?</p> <p>What is this as a % of Westminster’s population?</p>	<p>>80,000 vehicles enter central London on standard weekdays.</p> <p>>47,000 kerbside parking spaces are provided in Westminster, catering for all road users and vehicle types. Westminster’s Parking Services manages and enforces on-street parking facilities and controls throughout the whole of Westminster, which includes 1,990 streets and some 600 miles of kerbside.</p> <p>Westminster is home to 46,000 businesses which require servicing.</p> <p>Pay-to-Park – In 2019/20, our pay-to-park service involved c.6.6m transactions.</p> <p>The number of different vehicle registrations who use the service on a monthly basis varies from approx. 150,000-200,000.</p> <p>Suspensions – In 2019/20, the Council facilitated c.29,000 bay suspensions</p> <p>Obviously only a proportion of those using either service will actually reside in Westminster.</p> <p>Resident Permits – In 2019/20, 32,598 resident permits were on issue. This figure has reduced year on</p>

		<p>year for the last 3 years. It is estimated that c.29% of Westminster households possess at least one resident permit.</p> <p>Based on 2013 mid-year estimates, Westminster has an estimated population of 226,841.</p>
	Gender	The gender split of service users is not recorded. According to the DVLA, in 2010 the gender split of UK motorists was 54% male vs 46% female. However, as a service it applies regardless of gender.
	Race	This data is not collected. As a service, it applies regardless of race.
	Disability	According to the DfT in July 2018, the national Blue Badge scheme plays a vital role in allowing 2.4m disabled people in England maintain their independence through special national parking concessions. Westminster currently has c.3,500 disabled permits on issue. As a service, it applies regardless of disability.
	Sexual orientation	Data not collected. As a service it applies regardless of sexual orientation.
	Age	Data not collected but it is expected it would be in line with UK licence holders: <29 is 15%, 30-39 is 17%, 40-49 is 21%, 50-59 is 20%, 60-69 is 17% and 70+ is 11%. As a service, it applies regardless of age.
	Religion or belief	Data not collected. As a service it applies regardless of religion or belief.
<p>2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? <i>If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.</i></p>	<p><i>If yes, provide details.</i></p> <p>No.</p>	
<p>2.3 Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of the population? <i>If so, this could indicate that the</i></p>	<p><i>If yes, provide details.</i></p> <p>No.</p>	

service may not be accessible to all groups or there may be some form of direct or indirect discrimination occurring.

2.4 Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, is the impact positive or negative?

	None	Positive	Negative	Not sure
Men or women	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disabled ¹ people (consider different types of physical, learning or mental disabilities)	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
People of particular sexual orientation/s	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People in particular age groups (consider in particular children, under 21s and over 65s)	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>
People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact due to pregnancy/ maternity	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of particular faiths and beliefs	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People on low incomes	<input type="checkbox"/>	X	X	<input type="checkbox"/>

If any of the answers to the questions above is, “negative” or “unclear” you will need to undertake a detailed impact assessment.

2.5 Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal

Yes **X** No

2.6 Provide brief reasons on how have you come to this decision?

¹ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

A potential for negative impacts has been identified for 2 of the protected groups, namely disabled people and people on low incomes.

Disabled people, especially those with reduced mobility, could be negatively affect by harsher restrictions or reduced concessions for activities such as loading/unloading or picking up/setting down.

Those on low incomes could be negatively affected by higher charges for kerbside permissions, such as bay suspensions.

However, a positive impact has been identified for elderly people and young people (including those indirectly impacted by the policy as they are under the legal driving age), as they are groups identified as being most vulnerable to the effects of poor air quality, which this policy will help improve.

A further positive impact has also been identified for people on low incomes, as there is a correlation between exposure to poor air quality and income inequalities, that this policy could help improve..

SECTION 3: ASSESSING THE IMPACT

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

Protected Group		Positive impact?			Negative impact? If so, please specify the nature and extent of that impact	No specific impact	If the impact is negative how can it be mitigated? Please specify any mitigation measures and how and when they will be implemented	What , if any, are the cumulative effects of this decision when viewed in the context of other Council decisions and their equality impacts
		Eliminate discrimination	Advance equality	Good relations				
Gender	Men					X	Complementary – air quality / climate emergency is a central pillar of City For All	
	Women					X		
Race	White					X		
	Mixed/Multiple ethnic groups					X		
	Asian/Asian British					X		
	Black/African/Caribbean/ Black British					X		
	Gypsies / travellers					X		
	Other ethnic group					X		
Disability	Physical				Disabled people, especially those with reduced mobility, could be negatively affect by harsher restrictions			Disabled permits are issued to disabled drivers who meet the criteria. For Westminster residents these permits offer free parking throughout the City in pay-to-park and resident bays. For visitors various parking
	Sensory							
	Learning Difficulties							
	Learning Disabilities							
	Mental Health							

					<p>or reduced concessions for activities such as loading/unloading or picking up/setting down.</p>		<p>concessions are still afforded to disabled blue badge holders, meaning parking is comparatively cheaper compared to non-badge holders.</p> <p>Since 2019, blue badges can be issued to those with non-physical disabilities as well as physical</p> <p>Current concessions could be maintained or extra concessions can be implemented for disabled badge holders</p>	
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Protected Group		Positive impact?			Negative impact?	No specific impact	What will the impact be? If the impact is negative how can it be mitigated? (action)	What are the cumulative of effects
		Eliminate discrimination	Advance equality	Good relations				
Sexual Orientation	Lesbian, gay men, bisexual					X		Complementary – air quality / climate emergency is a central pillar of City For All
Age	Older people (50+)					X		
	Younger people (16 - 25)					X		
Gender Reassignment						X		
Impact due to pregnancy/maternity						X		
Groups with particular faiths and beliefs						X		
People on low incomes					Motorists on low incomes may be more adversely disadvantaged by higher charges		Difficult to mitigate – the whole point the policy is to discourage kerbside activity in order to keep traffic moving and reduce congestion, thus improving air quality. Low-cost alternatives to car ownership and use exist and will be encouraged: public transport, cycling, walking and WCC Car Clubs	

SECTION 4: ACTION PLAN

<p>4.1</p> <p>Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.</p> <p><i>Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.</i></p> <p>NB. Add any additional rows, if required.</p>								
	Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG	
	Considerate policy development	1) Disabled people and 2) Low income groups	Any negative impact mitigated	TBC	Darren Montague, Parking Services, dmontague@westminster.gov.uk	Q1 2021/22		
	<i>Enter additional rows if required</i>							

THIS SECTION TO BE COMPLETED BY THE RELEVANT SERVICE MANAGER

SIGNATURE:

FULL NAME: Jonathan Rowing

UNIT: Parking Services

EMAIL & TELEPHONE EXT: jrowing@westminster.gov.uk / 07800 723897

DATE (DD/MM/YYYY): 07 December 2020

WHAT NEXT?

It is the responsibility of the service to complete an EIA to the required standard and the quality and completeness of EIAs will be monitored by EMT.

All EIAs for proposed changes to levels of service arising from budget proposals must be completed by (insert date).

All completed EIAs should be sent to Equalities@westminster.gov.uk