

# Equality Impact Assessment

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| <b>Lead officer:</b>  | <b>Janet Dart – Policy &amp; Engagement Officer</b>  |
| <b>Decision maker:</b>  | <b>Community Committee</b>   |
| <b>People involved:</b>   | <b>Emma Wiggins – Director of Regeneration &amp; Neighbourhoods<br/>Martyn Cassell – Head of Environment &amp; Leisure<br/>Phil Sutcliffe – Communications &amp; Policy Manager<br/>Jeff Kitson – Parking Services Manager</b>   |
| <b>Decision:</b><br><ul style="list-style-type: none"> <li>• Policy, project, service, contract</li> <li>• Review, change, new, stop</li> </ul>   | <ul style="list-style-type: none"> <li>• <b>Parking Policy.</b></li> <li>• <b>This is a new policy.</b></li> </ul>   |
| <b>Date of decision:</b><br>The date when the final decision is made. The EIA must be complete before this point and inform the final decision.   | <b>The draft Parking Policy will be going to Community Committee on 31 October 2023 before it goes out to an 8-week public consultation.</b>   |
| <b>Summary of the decision:</b><br><ul style="list-style-type: none"> <li>• Aims and objectives</li> <li>• Key actions</li> <li>• Expected outcomes</li> <li>• Who will be affected and how?</li> <li>• How many people will be affected?</li> </ul>  | <ul style="list-style-type: none"> <li>• <b>The aim and objective is to develop a Parking Policy, pulling together all procedures and processes so that residents, members, officers and visitors to the borough have clarity on the Swale Borough Council (SBC) parking service. It will also ensure the free flow of traffic and to maintain highway safety for both drivers and pedestrians.</b></li> <li>• <b>To carry out a review in line with the agreed scope agreed by the Community Committee.</b></li> <li>• <b>There will be a policy document that provides clarity on all aspects of the SBC parking service.</b></li> <li>• <b>Potentially all vehicle users residing or visiting the borough will be affected as they will need to either park overnight and/or move about the borough on their day-to-day business.</b></li> </ul>  |
| <b>Information and research:</b><br><ul style="list-style-type: none"> <li>• Outline the information and research that has informed the decision.</li> <li>• Include sources and key findings.</li> <li>• Include information on how the decision will affect people with different protected characteristics.</li> </ul> | <p><b>A great deal of information was already available within the Parking Service Team via various systems including Imperial, PowerBi, Metric, Podpoint, RingGo and APCOA. Data is input into these systems and they can produce detailed reports which were used to inform the Parking Policy Working Groups decisions.</b></p> <p><b>Data from other local authorities in Kent were obtained on charges and charging periods as this was a useful reference for fair decision making.</b></p> <p><b>People with different characteristics were considered during the review and development of the policy, in particular:</b></p> <p><b>Disability – parking is made available at most car parks for the disabled, there are also various methods of payment available.</b></p> <p><b>Pregnancy and maternity – there are parent/toddler bays available as the multi-storey car park.</b></p> <p><b>Age – the preference for a variety of methods of payments is acknowledged and made available in car parks.</b></p> |

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| <p><b>Consultation:</b></p> <ul style="list-style-type: none"> <li>• Has there been specific consultation on this decision?</li> <li>• What were the results of the consultation?</li> <li>• Did the consultation analysis reveal any difference in views across the protected characteristics?</li> <li>• Can any conclusions be drawn from the analysis on how the decision will affect people with different protected characteristics?</li> </ul> | <p><b>For the draft Parking Policy, Area Committees were consulted during September 2023. Borough Council Members, Town and Parish Councillors and members of the public were able to provide early input into the development of the Policy before it was drafted and put out to public consultation.</b></p> <p><b>The Parking Policy Member Working Group had conversations with their political groups to seek views on the following options:</b></p> <ul style="list-style-type: none"> <li>• <b>Evening charges</b></li> <li>• <b>Motorcycle charging</b></li> <li>• <b>Differential charging</b></li> <li>• <b>Links to climate emergency</b></li> </ul> <p><b>The draft Parking Policy will be taken to Community Committee on 31 October 2023 for discussion, amendment and approval before commencing an 8-week public consultation.</b></p> |
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| <p><b>Is the decision relevant to the aims of the equality duty?</b><br/> Guidance on the aims can be found in the EHRC's PSED Technical Guidance - <a href="https://www.equalityhumanrights.com/en/advice-and-guidance/equality-act-technical-guidance">https://www.equalityhumanrights.com/en/advice-and-guidance/equality-act-technical-guidance</a></p> |               |
| <b>Aim</b>  | <b>Yes/No</b> |
| 1) Eliminate discrimination, harassment and victimisation   | <b>Yes</b>    |
| 2) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it  | <b>Yes</b>    |
| 3) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it  | <b>Yes</b>    |

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| <p><b>Assess the relevance of the decision to people with different protected characteristics and assess the impact of the decision on people with different protected characteristics.</b><br/> When assessing relevance and impact, make it clear who the assessment applies to within the protected characteristic category. For example, a decision may have high relevance for young people but low relevance for older people; it may have a positive impact on women but a neutral impact on men.</p> |  |  |
| <b>Characteristic</b>  | <b>Relevance to decision</b><br>High/Medium/Low/None | <b>Impact of decision</b><br>Positive/Negative/Neutral |
| Age  | <b>Medium</b>  | <b>Positive</b>  |
| Disability   | <b>Medium</b>  | <b>Positive</b>  |
| Gender reassignment  | <b>Low</b>   | <b>Positive</b>  |
| Marriage and civil partnership   | <b>Low</b>   | <b>Positive</b>  |
| Pregnancy and maternity  | <b>Medium</b>  | <b>Positive</b>  |
| Ethnicity  | <b>Low</b>   | <b>Positive</b>  |
| Religion or belief   | <b>Low</b>   | <b>Positive</b>  |
| Sex  | <b>Low</b>   | <b>Positive</b>  |
| Sexual orientation   | <b>Low</b>   | <b>Positive</b>  |
| Other socially excluded groups <sup>1</sup>  | <b>Low</b>   | <b>Positive</b>  |

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| <p><b>Conclusion:</b></p> <ul style="list-style-type: none"> <li>• Consider how due regard has been had to the equality duty, from start to finish.</li> </ul> | <p><b>Consideration has been given to the impact the new Policy may have on people with different protected characteristics.</b></p> <p><b>There are a variety of payment types available to use in car parks which are of benefit to people with disabilities and all age</b></p> |
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<sup>1</sup> Other socially excluded groups could include those with literacy issues, people living in poverty or on low incomes or people who are geographically isolated from services

- There should be no unlawful discrimination arising from the decision.

Advise on the overall equality implications that should be taken into account in the final decision, considering relevance and impact.

**groups. There are also dedicated bays for the disabled and parents with toddlers.**

**The impact of the introduction of the new Parking Policy on the aims of the equality duty is considered to be low and nothing requiring the mitigation of adverse impacts has been identified.**

**It is believed that the proposal involves no unlawful discrimination.**

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