Equalities Impact Assessment – Part 1 – Initial Screening

Details of Officer completing this form:					
Name:	David Cowan	Job Title:	Principal Engineer - Traffic & Transportation	Date:	10/02/2020
Dept:	Place	Service:	Traffic & Transportation		

What change is being proposed? Provide a brief description (and title if applicable)

Manor Road and Halifax Road Permit Parking Area

Introduction of a Permit Parking Area to the two roads and provision of 2hr free parking bays in Nunn's Road and Bellamy Road.

Briefly summarise the key objectives and expected outcomes of the change and explain why it is needed

To better balance the competing demands for kerb-side parking in the area, with convenient parking options for residents increasing relative to those of commuters

Does the proposal?		
Affect service users, employees or the wider community	☐ YES	☐ ~~NO~~
Have a significant impact on how services are delivered	☐ ~~YES~~	☐ NO
Plan to withdraw a service, activity or presence	☐ ~~YES~~	☐ NO
Plan to introduce a new service or activity	☐ ~~YES~~	☐ NO
Aim to improve access to, or the delivery of a service	☐ ~~YES~~	☐ NO
Involve a significant commitment of resources	☐ ~~YES~~	☐ NO
Relate to an area where there are known inequalities	☐ ~~YES~~	☐ NO

If you have answered NO to <u>all</u> of the questions above then the screening process is complete and you do not need to complete Part 2 – Full Equality Impact Assessment or Part 3 – Action Plan. This decision must be signed off by our Head of Service or Equality Lead below.

Sign off by Head of Service:					
Name:	David Taylor	Signature:		Date:	17 Apr 2019

Please note: If equality issues are identified during the course of the policy, plan or practice development/review, the EqIA Initial Screening will need to be revisited. This may result in a full EqIA being required where it previously was not.

Equalities Impact Assessment – Part 2 – Full Assessment

NB if there is likely to be an impact on different groups of staff as a result of this proposal, please also complete a restructuring predictive EQIA form

Does the service carry out equalities monitoring? If No, please state why?									
No specific equalities monitoring is not carried out by the service. All members of the community have access to the highway, although it is recognised that some protected groups may have practical problems using the service.									
Equalities Impact **Indicate Yes, No or Not Known for each group**	Disability	Gender	Age	Race	Religion & Belief	Sexual Orientation	Gender Reassignment	Pregnancy & Maternity	Marriage & Civil Partnership
Does equalities monitoring of your service show people from the following groups benefit from your service? (recipients of the service, policy or budget, and the proposed change)	NK	NK	NK	NK	NK	NK	NK	NK	NK
Does the service or policy contribute to eliminating discrimination, promote equality of opportunity, and foster good relations between different groups in the community?	No	No	No	No	No	No	No	No	No
Could the proposal discriminate, directly or indirectly these groups?	No	No	No	No	No	No	No	No	No
Could this proposal affect access to your service by different groups in the community?	No	No	No	No	No	No	No	No	No
Could this proposal affect access to information about your service by different groups in the community?	No	No	No	No	No	No	No	No	No
Could the proposal have an adverse impact on relations between different groups?	No	No	No	No	No	No	No	No	No

If Yes answered to questions 3-6 above – please describe the impact of the change (including any positive impact on equalities) and what the service will be doing to reduce the negative impact it will have.

The Local Authorities Traffic Orders (Exemptions for Disabled Persons) (England) Regulations 2000 require that certain traffic orders made by local authorities under the Road Traffic Regulation Act 1984 that prohibit or restrict the waiting of vehicles in roads and street parking places must include a provision exempting any disabled person's vehicle displaying a blue badge. This exempts the holder from waiting restrictions in certain circumstances, and from charges and time limits at places where vehicles may park or wait. In this instance, the proposed traffic orders comply with these requirements by allowing blue badge holders to continue to park free of charge on single yellow lines and in residents' bays in the controlled parking zone.

No other equality issues have been identified as a result of the proposed rationalisation of the waiting restrictions.

*If you have ticked yes to discrimination, please state how this is justifiable under legislation.

Tackling Socio-economic inequality **Indicate Yes, No or Not Known for each group**	Communities living in deprived wards/areas	People not in employment, education or training	People with low academic qualifications	People living in social housing	Lone parents	People on low incomes	People in poor health	Any other socio-economic factor Please state;
Will the proposal specifically impact on communities disadvantaged through the following socio-economic factors?	Y	N	N	N	N	Y	N	N
Does the service or policy contribute to eliminating discrimination, promote equality of opportunity, and foster good relations between different groups in the community?	N	N	N	N	N	N	N	N
Could this proposal affect access to your service by different groups in the community?	N	N	N	N	N	N	N	N

If Yes answered above – please describe the impact (including any positive impact on social economic inequality) and any mitigation if applicable.

The PPA will require residents to obtain a permit, for which there is a charge related to the engine size. For a typical vehicle between 1.0 and 1.6L the cost equates to £110 per year. For some residents this could be a significant financial cost, adding to the costs of running a vehicle.

CPZs have been introduced in other areas of relative deprivation (Edmonton Green East in 2015 being one example) in response to strong demand from those communities and with no evidence that residents subsequently regret their introduction. In fact, the Edmonton Green East zone continues to expand as neighbouring streets seek inclusion.

The annual permit price for a typical car in the PPA will be £110, which equates to around £2 per week. This must be seen in the context of other motoring costs, including fuel, maintenance, insurance, and tax which together will exceed £1,000 per year in many cases. It is likely that those residents currently able to bear these costs are not among the very poorest.

Review

How and when will you monitor and review the effects of this proposal?

The scheme will be introduced on an experimental basis to allow feedback from local residents and businesses to determine whether or not to make the scheme permanent, with or without modification.

Equalities Impact Assessment – Part 3 – Action Plan

Title of decision/proposal:	Manor Road and Halifax Road Permit Parking Area		
Team:	Traffic & Transportation	**Department:**	Place
Service manager:	David Taylor		

Identified Issue	Action Required	Lead Officer	Timescale/ By When	Costs	Review Date / Comments
Impact on low income households	Review comments during experimental period	D Cowan	6 months after start of scheme	Staff time only	
	Review permit take-up during experimental period	D Cowan	6 months after start of scheme	Staff time only	

Please insert additional rows above if required

Date to be Reviewed:	September 2020

Approval by Head of Service

Name:	David Taylor	**Signature:**	

On completion this form should be emailed to joanne.stacey@enfield.gov.uk and be appended to any decision report that follows.

Inclusivity

In the design and delivery of services we **must** consider:

- **People** - The behaviour of staff who deal directly with the public or are taking decisions about how to provide facilities or services to the public
- **Places** - The buildings or other places where services are delivered
- **Resources** - Advertisements and marketing, written materials e.g. leaflets, websites and internet services, telephone access and call centres.

Council staff should treat everyone with dignity and respect. This enables us to provide good customer service (not just without unlawfully discriminating but more generally) and can make complaints less likely. How staff behave towards the public in relation to their protected characteristics will be at the heart of whether the Council delivers services without unlawful discrimination, harassment or victimisation and whether it makes reasonable adjustments for disabled people.

This also applies to how services are planned. This is the point at which a decision might be made, a rule applied or a way of doing things worked out which will affect how someone accesses services. If this has a worse impact on people with a particular protected characteristic than on people who do not have that characteristic, then it will be indirect discrimination unless the decision, rule or way of doing things can be objectively justified.

Characteristics Protected under the Equality Act 2010

Sex	Sex can mean either male or female, or a group of people like men or boys, or women or girls.
Age	Age groups can be quite wide (for example, 'people under 50' or 'under 18s'). They can also be quite specific (for example 'people in their mid-40s'). Terms such as 'young person' and 'youthful' or 'elderly' and 'pensioner' can also indicate an age group.
Disability	A physical or mental condition which has a substantial and long term-impact on the ability to do normal day-to-day activities. This also covers progressive conditions, even if normal day-to-day activities can be undertaken; an individual is protected as soon as they are diagnosed with a progressive condition. The Act also covers past disabilities that an individual has recovered from.
Race	Race can mean colour, or nationality (including citizenship). It can also mean ethnic or national origins, which may not be the same as current nationality.
Religion or Belief	Religion or belief can mean any religion, for example an organised religion like Christianity, Judaism, Islam or Buddhism, or a smaller religion like Rastafarianism or Paganism, as long as it has a clear structure and belief system. The Act also covers non-belief or a lack of religion or belief.
Marriage or Civil Partnership	Marriage can either be between a man and a woman, or between partners of the same sex. Civil partnership is between partners of the same sex.
Sexual Orientation	Whether an individual is heterosexual, gay, lesbian or bisexual. This also covers how an individual choose to express sexual orientation, such as through appearance or the places they visit.
Pregnancy, Maternity or Breastfeeding	It is unlawful to treat a person unfavourably due to a past or present pregnancy. Additionally for 26 weeks following the day of the birth it is also unlawful to treat a person unfairly because they have given birth or are breastfeeding. Additionally at work it is unlawful to discriminate against a person who is pregnant, has a pregnancy-related illness or is on maternity leave.
Gender Reassignment	It is unlawful to discriminate against a person who is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex. Medical intervention is not an essential part of gender reassignment. Most common definition is a person 'whose gender identity does not match the sex/gender they were assigned at birth' but it is also used as an umbrella term to include all 'gender identities,' cross-dressers and transvestites.