

Enfield Equality Impact Assessment (EqIA)

Introduction

The purpose of an Equality Impact Assessment (EqIA) is to help Enfield Council make sure it does not discriminate against service users, residents and staff, and that we promote equality where possible. Completing the assessment is a way to make sure everyone involved in a decision or activity thinks carefully about the likely impact of their work and that we take appropriate action in response to this analysis.

The EqIA provides a way to systematically assess and record the likely equality impact of an activity, policy, strategy, budget change or any other decision.

The assessment helps us to focus on the impact on people who share one of the different nine protected characteristics as defined by the Equality Act 2010 as well as on people who are disadvantaged due to socio-economic factors. The assessment involves anticipating the consequences of the activity or decision on different groups of people and making sure that:

- unlawful discrimination is eliminated
- opportunities for advancing equal opportunities are maximised
- opportunities for fostering good relations are maximised.

The EqIA is carried out by completing this form. To complete it you will need to:

- use local or national research which relates to how the activity/ policy/ strategy/ budget change or decision being made may impact on different people in different ways based on their protected characteristic or socio-economic status;
- where possible, analyse any equality data we have on the people in Enfield who will be affected eg equality data on service users and/or equality data on the Enfield population;
- refer to the engagement and/ or consultation you have carried out with stakeholders, including the community and/or voluntary and community sector groups you consulted and their views. Consider what this engagement showed us about the likely impact of the activity/ policy/ strategy/ budget change or decision on different groups.

The results of the EqIA should be used to inform the proposal/ recommended decision and changes should be made to the proposal/ recommended decision as a result of the assessment where required. Any ongoing/ future mitigating actions required should be set out in the action plan at the end of the assessment.

Section 1 – Equality analysis details

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	To Implement Increase of Parking Charges in On and Off-Street bays
Team/ Department	David Morris
Executive Director	Sarah Cary
Cabinet Member	Cllr Rick Jewell
Author(s) name(s) and contact details	David Morris david.morris@enfeild.gov.uk
Committee name and date of decision	

Date the EqIA was reviewed by the Corporate Strategy Service	2023
Name of Head of Service responsible for implementing the EqIA actions (if any)	David Morris
Name of Director who has approved the EqIA	Doug Wilkinson

The completed EqIA should be included as an appendix to relevant EMT/ Delegated Authority/ Cabinet/ Council reports regarding the service activity/ policy/ strategy/ budget change/ decision. Decision-makers should be confident that a robust EqIA has taken place, that any necessary mitigating action has been taken and that there are robust arrangements in place to ensure any necessary ongoing actions are delivered.

Section 2 – Summary of proposal

Please give a brief summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision

Please summarise briefly:

What is the proposed decision or change?
 What are the reasons for the decision or change?
 What outcomes are you hoping to achieve from this change?

Who will be impacted by the project or change - staff, service users, or the wider community?

What is the proposed decision or change?

To increase the parking charges in the borough for both on-street and car parks.

The increased charge will apply to all motorists, (except where current exemptions apply for blue badge holders).

What are the reasons for the decision or change?

1. Parking charges can help to curb unnecessary car use where there is adequate public transport or walking or cycling are realistic alternatives, for example in town centres which would reduce congestion and CO2 emissions.
2. Charges can reflect the value of kerb-space, encouraging all, but short-term parking to take place in nearby off-street car parks where available.
3. Survey work carried out has shown that on-street parking spaces are at near capacity.
4. To ensure better use of on-street spaces, the decision is being taken to increase the parking charges. Parking spaces in car parks will stay the same for those wishing to park for short periods but increase for longer stayers to ensure that car spaces are better used.

What outcomes are you hoping to achieve from this change?

5. A better use of both on and off-street parking spaces.

Who will be impacted by the project or change - staff, service users, or the wider community?

6. Members of the public who park in busy areas of the borough that have parking charges.
7. If a vehicle is found with no payment to park, a Penalty Charge Notices (PCNs) may be issued. Currently the contravention for this type of offence is £80 £130 reduced by 50% to £40 if paid within 14 days of service for prompt payees.

Section 3 – Equality analysis

Age

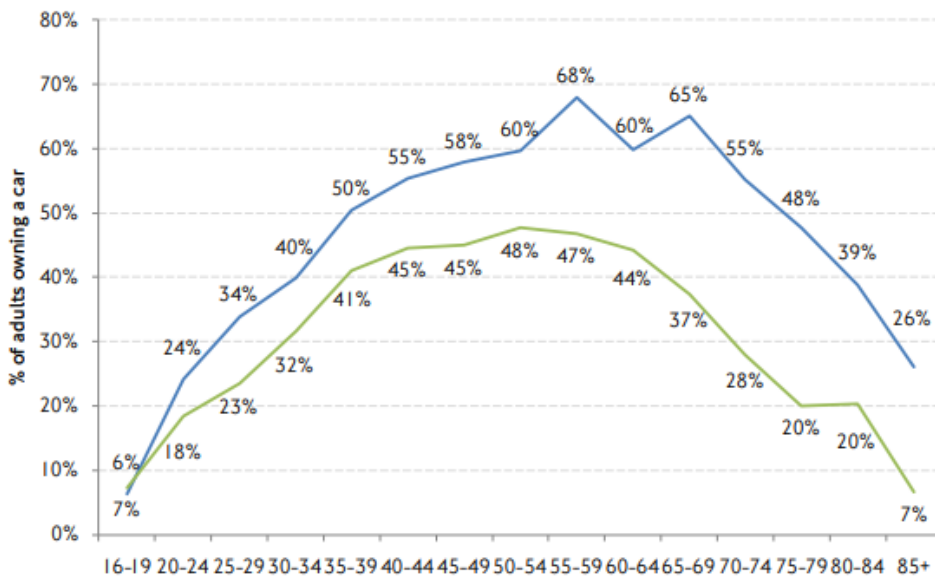
This can refer to people of a specific age e.g. 18-year-olds, or age range e.g. 0-18 year olds.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people of a specific age or age group (e.g. older or younger people)?

Please provide evidence to explain why this group may be particularly affected.

Broadly, car ownership in London increases with age up to around 50-60 years old and then declines beyond that.¹

Figure 1: Car ownership in London by age and gender



Nationally, we know that there has been a large increase in the number of older people in England holding a full driving licence. Between 1995/1997 and 2020 the proportion of people aged 70+ holding a licence increased from 39% to 77%.

¹ <https://content.tfl.gov.uk/technical-note-12-how-many-cars-are-there-in-london.pdf>

Any parking charge increase may affect those motorists who rely on a pension however the Council has a responsibility to manage kerb space. As an affordable alternative to car ownership for residents, older people of pensionable age are eligible for free travel across London and free local bus journeys nationally.

However, this decision will not have an impact on the current parking rules for Brown badge holders and it should also be said that car parks on Sundays will still currently be free for three hours.

Mitigating actions to be taken

To make sure motorists are informed in advance of any changes, so that they have reasonable time to prepare for the change

Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.

This could include: physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people with disabilities?

Please provide evidence to explain why this group may be particularly affected.

At the 2021 Census, 44,900 people in Enfield reported having a disability in the census - 13.6% of the total population. 21,145 (6.4%) of those with a disability reported that their day-to-day activities were limited a lot, and 23,731 (7.2%) reported that their day-to-day activities were limited a little. An additional 14,450 people (4.4%) are not disabled but do have a long-term health condition

There are currently 11,588 residents that hold a blue badge in the borough. All motorists, including Blue Badge holders should adhere to the parking restrictions on the boroughs' roads. Following this decision to increase parking charges, blue badge holders will still be able to park in parking bays both on and off-street:

- On-street-Up to three hours when display the blue badge and time clock for free
- Off -street –Blue badge holders will also continue to park for free all day in Council Car Parks (except for Palace Gardens Multi-storey which is free for three hours) when displaying the blue badge.

Mitigating actions to be taken

To make sure motorists are informed in advance of any changes, so that they have reasonable time to prepare for the change

Gender Reassignment

This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on transgender people?

Please provide evidence to explain why this group may be particularly affected.

There is no evidence to suggest this will have an adverse impact on the ground of gender reassignment.

Mitigating actions to be taken

N/A

Marriage and Civil Partnership

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a marriage can be conducted through either religious or civil ceremonies. In the U.K both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people in a marriage or civil partnership?

Please provide evidence to explain why this group may be particularly affected.

There is no evidence to suggest this will have an adverse impact on the ground of marriage and civil partnership.

Mitigating actions to be taken

N/A

Pregnancy and maternity

Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity

discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on pregnancy and maternity?

Please provide evidence to explain why this group may be particularly affected.

There is no evidence to suggest this will have an adverse impact on the ground of pregnancy and maternity. The proposed parking charges on-street around North Middlesex Hospital are higher for those who want to park for longer but are lower than the off-street parking provision in Hospital. This aligns with other areas of the borough where off-street parking is preferable to on-street parking.

Proposed on-street charges	North Middlesex Car Park Charges
15 mins - 70p	
30 mins - £1.40	
1 hour - £2.80	
2 hours - £5.60	
3 hours - £7.00	
4 hours - £8.00	

Mitigating actions to be taken

To make sure motorists are informed in advance of any changes, so that they have reasonable time to prepare for the change

Race

This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people of a certain race?

Please provide evidence to explain why this group may be particularly affected.

Car ownership also varies with ethnicity:

- Car ownership is highest amongst London residents of White ethnic origin, with car ownership around a third lower amongst Black and Mixed or Other ethnic groups.
- Asian families are more likely than other ethnic minority groups to own a car, although car ownership patterns vary substantially between different groups within the 'Asian'

categorisation.

Multi-generational households

- Many minority ethnic groups in the UK have greater proportions of multigenerational households compared with the White ethnic group. Which may mean that they are more likely to have multiple cars at one property.

<https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/families/adhocs/12005householdsbyagecompositionandethnicityuk2018>

Enfield's Ethnicity breakdown using 2021 census information is as follows: White British, White Irish and White Other 46.1%, Greek 1.1%, Greek Cypriot 3%, Turkish 5.3%, Turkish Cypriot 2.3%, Kurdish 1.7%, Kurdish 1.7%, Mixed White/black Caribbean 1.6%, Mixed White/Asian 1.2%, Mixed White/Black African 0.9%, Mixed Other 2.2%, Indian 3.6%, Pakistani 1.1.%, Bangladeshi 2.5%, Chinese 0.8%, Other Asian 3.5%, Somali 2.5%, Other Black African 8.2%, Black Caribbean 5.1%, Other Black 2.7% and other ethnic group 3.7%

Based on average travel modes from the London Travel Demand Survey data in Enfield all ethnic groups except for 'Other Ethnic Group' are more than likely to drive or be driven in a car or van than use any other modes of transport. However, all motorists should adhere to the parking charges in place.

Mitigating actions to be taken

To make sure motorists are informed in advance of any changes, so that they have reasonable time to prepare for the change

Religion and belief

Religion refers to a person's faith (e.g. Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who follow a religion or belief, including lack of belief?

Please provide evidence to explain why this group may be particularly affected.

Enfield is a diverse borough with residents of different faiths and beliefs. Data from the last census in 2021 shows that Christianity was the most common religion in the borough (46%). 19% of residents were of the Muslim faith, and 20% hold no religion or belief at all.

Religion Proportion of Enfield population

Christian	46%
Buddhist	0.5%
Hindu	3%
Jewish	1%
Muslim	19%
Sikh	0.4%
Other religion	3%
No religion	20%
Religion not stated	7%

Currently, parking is free in most areas of the borough on a Sunday. However, parking is not free on prayer days of other religions. The operational hours of local controlled parking zones will be considered as part of a review by the Council in 2023.

Mitigating actions to be taken

Review of controlled parking zones will be taking place in 2023 which will include operational hours.

To make sure motorists are informed in advance of any changes, so that they have reasonable time to prepare for the change

Sex

Sex refers to whether you are a female or male.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on females or males?

Please provide evidence to explain why this group may be particularly affected.

According to the Census 2021, in Enfield 52.3% of residents identify as female and 47.7% as male. This is very similar to the percentage split for London as a whole (49 per cent male, 51 per cent female). On average, in London, 46% of men and 34% of women have access to a car.²

However, all motorists should adhere to the parking charges in place.

Mitigating actions to be taken

To make sure motorists are informed in advance of any changes, so that they

² <https://content.tfl.gov.uk/technical-note-12-how-many-cars-are-there-in-london.pdf>

have reasonable time to prepare for the change

Sexual Orientation

This refers to whether a person is sexually attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with a particular sexual orientation?

Please provide evidence to explain why this group may be particularly affected.

There is no evidence to suggest this will have an adverse impact on the ground of sexual orientation.

Mitigating actions to be taken

N/A

Socio-economic deprivation

This refers to people who are disadvantaged due to socio-economic factors e.g. unemployment, low income, low academic qualifications or living in a deprived area, social housing or unstable housing.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who are socio-economically disadvantaged?

Please provide evidence to explain why this group may be particularly affected.

Enfield's Index of Multiple Deprivation ranking compared with the 316 other local authorities in England dropped from 2015 to 2019: Enfield is now the 74th most deprived local authority in England overall, so still within the most deprived 25% of all districts. Enfield's average deprivation score has not worsened. However, Enfield has become relatively more deprived when compared with other London boroughs. In 2015, Enfield was the 12th most deprived borough in London, whereas in 2019 it was the 9th most deprived.

Nationally, we know that car ownership in England depends heavily on household income. According to the Department for Transport's 2019 National Travel Survey, 45% of households in the lowest real income level quintile do not own a car or van compared with 14% of households in the highest real income level quintile.³

³ Department for Transport, [National Travel Survey](#), 2019

Furthermore, according to research undertaken by Transport for London, the most commonly used form of transport for Londoners with lower household incomes (below £20,000) is walking. The bus is the next most used form of transport with 69% of people with lower household incomes taking the bus at least once a week compared to 59% of all Londoners. In addition, 42% of Londoners with a household income of less than £20,000 have household access to a car compared with 65% of Londoners overall, declining to 27% of Londoners in the lowest household income bracket (less than £5,000).⁴

Most of the borough provides a good level of public transport accessibility, providing a cost-effective alternative to car ownership. In addition, the Council is investing in improving cycle facilities across the borough, providing a healthy and cheap means of active travel.

Any parking charge increase may affect those motorists whose may have a low household income. However, the Council has a responsibility to manage kerb space. It should also be noted that car parks on Sundays will still currently be free for three hours.

Mitigating actions to be taken.

To make sure motorists are informed in advance of any changes, so that they have reasonable time to prepare for the change

⁴ Transport for London, [Travel in London: Understanding our diverse communities](#), 2019

Section 4 – Monitoring and review

How do you intend to monitor and review the effects of this proposal?

Who will be responsible for assessing the effects of this proposal?

We will monitor appeals to see whether any of those on the EQIA do receive PCNs and how the changes may affect them. Parking Services (Head of Parking Services) will be responsible for making changes if necessary.

Section 5 – Action plan for mitigating actions

Any actions that are already completed should be captured in the equality analysis section above. Any actions that will be implemented once the decision has been made should be captured here.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments
To make sure motorists are informed in advance of any changes, so that they have reasonable time to prepare for the change	To ensure any changes are advertised correctly in line with any statutory guidance	David Morris	Before the changes take place (May 2023)	Absorbed by Service	To form part of the implementation process.
Review of controlled parking zones will be taking place in 2023/4 which will include operational hours.	To ensure that any changes to CPZs take into consideration that Sunday is not the only religious day when looking at parking restrictions.	David Taylor	During the financial year 2023/23	Currently not known	Reviewed throughout any changes to future CPZs in the borough