

Equality Analysis (EA) (Appendix 4)

Financial Year
2016/17

Section 1 – General Information (Aims and Objectives)

Name of the proposal including aims, objectives and purpose
(Please note – for the purpose of this doc, 'proposal' refers to a policy, function, strategy or project)

Fish Island Controlled Parking Zone (CPZ) Experimental Order

**See Appendix
A**

Current decision
rating



Conclusion - To be completed at the end of the Equality Analysis process

(the exec summary will provide an update on the findings of the EA and what outcome there has been as a result. For example, based on the findings of the EA, the proposal was rejected as the impact on a particular group was unreasonable and did not give due regard. Or, based on the EA, the proposal was amended and alternative steps taken)

Name:

(signed off by)

Date signed off:

(approved)

Service area:

CLC

Team name:

Parking Mobility & Transport Services, Public Realm

Service manager:

Mirsad Bakalovic

Name and role of the officer completing the EA:

Section 2 – Evidence (Consideration of Data and Information)

What initial evidence do we have which may help us think about the impacts or likely impacts on service users or staff?

Since the Olympics on-street parking pressure has substantially increased in this area of the Borough, being the last part which is not designated a controlled parking zone (CPZ). As the London Stadium has been the permanent home of West Ham Football Club since August 2016, parking controls are now needed within this area to ensure that ease of traffic and parking for all stakeholders within the area and manage road safety.

As the neighbouring London borough of Newham has introduced parking controls to better manage parking generated by the Olympic Park within their borough, there is now an additional and significant risk of parking displacement into Fish Island if it remains free of parking controls.

Additional benefits of introducing these controls include the promotion of more sustainable travel options and subsequent benefits to air quality.

Two consultations (informal and formal) were carried out within the area known as Fish Island. There has been a consistent majority in favour of reintroduction of CPZ in the latest consultation rounds. Formal response levels were low, which is probably due to the consultation fatigue.

The first informal consultation was carried out by hand delivered letter to all businesses and residents in the proposed zone on 11 August 2014 and closed on 5 September 2014. It included an invitation to visit a consultation stand at Stour Space on 14 August 2014 between 11am and 2pm where staff were on hand to discuss the any issues or concerns. 102 replies were received with 33 (33%) opposed and 69 (68%) in favour of a reintroduction of the operational hours being Monday-Saturday 8.30am-5.30pm. This included a petition of 41 replies requesting that the CPZ be re-introduced.

A formal public consultation was carried out from 17 November to 8 December 2014, with a letter drop to approximately 600 residents and 200 businesses who are likely to be affected by the proposals. An advertisement was issued in East End Life (p. 32 of the 17-23 November 2014 issue), notices were affixed to lamp columns of the roads affected and two road shows were held at Foreman & Sons café/restaurant on 1 and 8 December 2014.

There were 24 replies received in total. All the replies received were in favour of CPZ introduction. The formal consultation offered the following three options for the Fish Island CPZ against which the number of responses are set:

- | | | |
|-----|---|------|
| (a) | Monday to Sunday 8:30am – 11pm | = 4 |
| (b) | Monday to Sunday 8:30am – 9pm | = 5 |
| (c) | Monday to Friday 8:30am – 9pm Sat –Sun 11am – 9pm | = 13 |

Two responses supporting the CPZ were not option specific, but wanted minimal impact to achieve its purpose.

After the consultation, some steps were taken to commence the formal process and a notice was published. The Hackney Wick & Fish Island Cultural Interest Group contacted officers to discuss the impact of the extended evening and weekend hours. A Council officer attended a meeting with the Group on 12 June 2015, where the re-introduction of the CPZ was supported. The Group was concerned about how the implementation would be handled, which has been fully addressed.

Through the consultation and publicity, four objections were received. Three of them were about small businesses paying a Business Permit. They will be able to pay the permit in quarterly instalments and spread the cost across a year. Another objection came from two churches that are currently based in warehouses that are marked for redevelopment. The Borough's parking permit holders are able to park up to 3 hours in a different parking zone in the Borough free of charge. Drivers who do not hold a Borough's parking permit are able to use pay and display bays. Blue Badge Holders visiting the area will be able to park either in designated bays, pay and display bays or on yellow line restrictions for a maximum of 3 hours.

Respondents were asked to provide their equalities background. However, no equalities data was provided. The service is developing a plan to increase equalities data responses for future consultation and survey exercises.

Further consultation may be carried out if it is approved.

Section 3 – Assessing the Impacts on the 9 Groups

Please refer to the guidance notes below and evidence how you're proposal impact upon the nine Protected Characteristics in the table on page 3?

For the nine protected characteristics detailed in the table below please consider:-

- **What is the equality profile of service users or beneficiaries that will or are likely to be affected?**

Use the Council's approved diversity monitoring categories and provide data by target group of users or beneficiaries to determine whether the service user profile reflects the local population or relevant target group or if there is over or under representation of these groups

- **What qualitative or quantitative data do we have?**

List all examples of quantitative and qualitative data available
(include information where appropriate from other directorates, Census 2001 etc)

- *Data trends – how does current practice ensure equality*

- **Equalities profile of staff?**

Indicate profile by target groups and assess relevance to policy aims and objectives e.g. Workforce to Reflect the Community. Identify staff responsible for delivering the service including where they are not directly employed by the council.

- **Barriers?**

What are the potential or known barriers to participation for the different equality target groups? Eg- communication, access, locality etc.

- **Recent consultation exercises carried out?**

Detail consultation with relevant interest groups, other public bodies, voluntary organisations, community groups, trade unions, focus groups and other groups, surveys and questionnaires undertaken etc. Focus in particular on the findings of views expressed by the equality target groups. Such consultation exercises should be appropriate and proportionate and may range from assembling focus groups to a one to one meeting.

- **Additional factors which may influence disproportionate or adverse impact?**

Management Arrangements - How is the Service managed, are there any management arrangements which may have a disproportionate impact on the equality target groups

- **The Process of Service Delivery?**

In particular look at the arrangements for the service being provided including opening times, custom and practice, awareness of the service to local people, communication

Please also consider how the proposal will impact upon the 3 One Tower Hamlets objectives:-

- Reduce inequalities
- Ensure strong community cohesion
- Strengthen community leadership.

Please Note -

Reports/stats/data can be added as Appendix

Target Groups	Impact – Positive or Adverse	Reason(s)
Race	neutral	<p>This is a controlled parking scheme which applies parking measures to enable all drivers to the area a safe and correct place to park. There will be parking available to residents, businesses, visitors and blue badge holders. This parking controls will be enforced thus making the area in whole a safer place. This group will not be adversely affected by this proposal due to its characteristics.</p> <p>For visitors to the area, Pay and display parking bays will be made available. A parking permit holder will be able to park in a different parking zone in the Borough for up to 3 hours free of charge.</p>
Disability	Positive	<p>Personalised Disabled parking bays will be made available for blue badge holders living in the area if they meet the formal Criteria of March 2000.</p> <p>Blue Badge Holders who visit the area will be able to park either in designated bays, pay and display bays or on yellow line restrictions for a maximum of 3 hours.</p> <p>If a resident in the area needs a permit for visitors to park their vehicle on-street in the area, they can apply for visitor scratchcards. A disabled person qualifies for free scratchcards if they have a registered carer, which is 48 books of 10 in a 12 month rolling period.</p>
Gender	neutral	<p>This is a controlled parking scheme which applies parking measures to enable all drivers to the area a safe and correct place to park. There will be parking available to residents, businesses, visitors and blue badge holders. This parking controls will be enforced thus making the area in whole a safer place. This group will not be adversely affected by this proposal due to its characteristics.</p> <p>For visitors to the area, Pay and display parking bays will be made available. A parking permit holder will be able to park in a different parking zone in the Borough for up to 3 hours free of charge.</p>

Gender Reassignment	neutral	<p>This is a controlled parking scheme which applies parking measures to enable all drivers to the area a safe and correct place to park. There will be parking available to residents, businesses, visitors and blue badge holders. This parking controls will be enforced thus making the area in whole a safer place. This group will not be adversely affected by this proposal due to its characteristics.</p> <p>For visitors to the area, Pay and display parking bays will be made available. A parking permit holder will be able to park in a different parking zone in the Borough for up to 3 hours free of charge.</p>
Sexual Orientation	neutral	<p>This is a controlled parking scheme which applies parking measures to enable all drivers to the area a safe and correct place to park. There will be parking available to residents, businesses, visitors and blue badge holders. This parking controls will be enforced thus making the area in whole a safer place. This group will not be adversely affected by this proposal due to its characteristics.</p> <p>For visitors to the area, Pay and display parking bays will be made available. A parking permit holder will be able to park in a different parking zone in the Borough for up to 3 hours free of charge.</p>
Religion or Belief	neutral	<p>This is a controlled parking scheme which applies parking measures to enable all drivers to the area a safe and correct place to park. There will be parking available to residents, businesses, visitors and blue badge holders. This parking controls will be enforced thus making the area in whole a safer place. This group will not be adversely affected by this proposal due to its characteristics.</p> <p>For visitors to the area, Pay and display parking bays will be made available. A parking permit holder will be able to park in a different parking zone in the Borough for up to 3 hours free of charge.</p>
Age	neutral	<p>This is a controlled parking scheme which applies parking measures to enable all drivers to the area a safe and correct place to park. There will be parking available to residents, businesses, visitors and blue badge holders. This parking controls will be enforced thus making the area in whole a safer place. This group will not be adversely affected by this proposal due to its characteristics.</p> <p>If a resident in the area needs a permit for visitors to park their vehicle on-street in the area, they can apply for visitor scratchcards. A resident aged 60 and over qualifies for free scratchcards for a maximum of 24 books in a rolling 12 month period or if they reside in a car-free development they qualify for 3 books unless they are a Blue Badge Holder. If they have a registered carer they can apply for which is 48 books of 10 in a 12 month rolling period.</p>

		<p>If the resident is on higher rate DLA they are entitled to a free residents permit.</p> <p>For visitors to the area, Pay and display parking bays will be made available. A parking permit holder will be able to park in a different parking zone in the Borough for up to 3 hours free of charge.</p>
Marriage and Civil Partnerships.	neutral	<p>This is a controlled parking scheme which applies parking measures to enable all drivers to the area a safe and correct place to park. There will be parking available to residents, businesses, visitors and blue badge holders. This parking controls will be enforced thus making the area in whole a safer place. This group will not be adversely affected by this proposal due to its characteristics.</p> <p>For visitors to the area, Pay and display parking bays will be made available. A parking permit holder will be able to park in a different parking zone in the Borough for up to 3 hours free of charge.</p>
Pregnancy and Maternity	neutral	<p>This is a controlled parking scheme which applies parking measures to enable all drivers to the area a safe and correct place to park. There will be parking available to residents, businesses, visitors and blue badge holders. This parking controls will be enforced thus making the area in whole a safer place. This group will not be adversely affected by this proposal due to its characteristics.</p> <p>For visitors to the area, Pay and display parking bays will be made available. A parking permit holder will be able to park in a different parking zone in the Borough for up to 3 hours free of charge.</p>
Other Socio-economic Carers	neutral	<p>This is a controlled parking scheme which applies parking measures to enable all drivers to the area a safe and correct place to park. There will be parking available to residents, businesses, visitors and blue badge holders. This parking controls will be enforced thus making the area in whole a safer place.</p> <p>The parking permit fees collected through the CPZ scheme will be used for the road safety and improvement of the service. Car users will be benefited by the scheme and the borough's fees remain reasonable and value for money.</p> <p>Residents who have daily carers are qualified for free scratchcards for their carers and if they are on higher DLA they qualify for a free Resident Permits.</p>

Section 4 – Mitigating Impacts and Alternative Options

From the analysis and interpretation of evidence in section 2 and 3 - Is there any evidence or view that suggests that different equality or other protected groups (inc' staff) could be adversely and/or disproportionately impacted by the proposal?

Yes? No? **NO**

If yes, please detail below how evidence influenced and formed the proposal? For example, why parts of the proposal were added / removed?

(Please note – a key part of the EA process is to show that we have made reasonable and informed attempts to mitigate any negative impacts. An EA is a service improvement tool and as such you may wish to consider a number of alternative options or mitigation in terms of the proposal.)

Where you believe the proposal discriminates but not unlawfully, you must set out below your objective justification for continuing with the proposal, without mitigating action.

Section 5 – Quality Assurance and Monitoring

Have monitoring systems been put in place to check the implementation of the proposal and recommendations?

Yes? **YES** No?

How will the monitoring systems further assess the impact on the equality target groups?

Once the scheme has been approved and implemented after the initial three months has passed we will reassess the parking provision against any feedback and should there be a requirement to change any of the bays due to change in pressures the corporate and formal process will be followed to address these needs.

Does the policy/function comply with equalities legislation?

(Please consider the [OTH objectives](#) and [Public Sector Equality Duty](#) criteria)

Yes? **YES** No?

If there are gaps in information or areas for further improvement, please list them below:

NA

How will the results of this Equality Analysis feed into the performance planning process?

It will guide and enable the provision and allocation of parking space, whether in bay or yellow line form to assist all stakeholders within the area known as 'Fish Island'. Whilst delivering the strategic vision of creating where possible additional parking spaces to not only assist those based within the borough but to assist with road safety for all within this area that is currently not controlled effectively.

Section 6 - Action Plan

*As a result of these conclusions and recommendations what actions (if any) **will** be included in your business planning and wider review processes (team plan)? Please consider any gaps or areas needing further attention in the table below the example.*

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
Example				
1. Better collection of feedback, consultation and data sources	1. Create and use feedback forms. Consult other providers and experts	1. Forms ready for January 2010 Start consultations Jan 2010	1.NR & PB	
2. Non-discriminatory behaviour	2. Regular awareness at staff meetings. Train staff in specialist courses	2. Raise awareness at one staff meeting a month. At least 2 specialist courses to be run per year for staff.	2. NR	

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
1. For the next wider consultation exercise we shall ensure that the internet and e-forms are made more readily available as it appears that postal forms are not readily completed	1. Create a web link to the consultation. 2. Consult with focus groups and key stake holders within the community.	1. Forms and link ready to use for consultation if permission is given by Cabinet within 2015-16 to carryout a borough wide consultation on CPZ operational hours.	LS	This project is currently on hold.

