

Equality Analysis (EA)

Financial Year
2020/21

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)

Changes to Resident Parking Permit Terms and Conditions

See
Appendix A

Current decision
rating



It is proposed that changes be made to the Cross Zonal Parking Concession. This will be facilitated by way of amendments to the terms and conditions of resident parking permits. These changes will limit the ability of resident permit holders to park at any time to within the lettered and numbered zone on their parking permit. By way of example, rather than being permitted to park anywhere in zone A for an unlimited time, a resident of zone A1 would now only be able to park in A1 for an unlimited time.

The 3 hours concession in any other zone would remain.

The changes are in line with the LBTH Transport strategy which focuses on relief of traffic congestion and making road safer for our residents and visitors as well as improving the air quality. The change will also contribute towards the council's overall drive to improve air quality and tackling the climate change emergency by limiting traffic movements around the borough and encourage use of public transport, cycling and walking.

Existing concessions to support some of the borough's more vulnerable residents, such as free Visitor Vouchers for Carers and those over 60 years old, and Disabled Badge Permits, remain unchanged.

Conclusion - Based on the findings of the EA, proposals are supported.

These proposals seek to redress difficulties experienced by resident parking permit holders in finding a parking space near their home. Implementation of the proposals will free up parking spaces and help resident parking permit holders find a parking space near their homes.

This proposal carries a number of positive benefits for those who require access to parking closer to their own home e.g. disabled, the elderly, those who are pregnant as well as reduces potential fear of hate crime for individuals within some protected characteristics.

While there may be some potential disbenefits for those who are visiting other areas in and around the boroughs, these are mitigated through the 3-hour concession which will remain in place for residents to park in any other zone. This safeguards benefits for those who may require informal support, access to wider networks, as well as be participating in aspects of community life e.g. attending events and festivals, visiting friends/relatives, providing informal caring activities,

The EA identifies general benefits that this proposal will bring to the residents which have been weighted against any identifiable and/or assumed negative impacts. In terms of general benefits this proposal will:

- Free up some parking spaces and help residents parking permit holders find a parking space near their homes. Those who will benefit in particular include people with mobility issues (e.g. elderly or disabled people) and are pregnant.
- Help reduce vehicle traffic and congestion in the borough, which will improve road safety and air quality.
- Encourage people to use sustainable transport modes such as public transport, walking and cycling. Using active transport modes, in particular, will be beneficial for their health and the environment including better air quality and tackling climate change this proposal and measures that support vulnerable residents including disabled people and carers.

Proposals do carry some financial implications for residents who receive a parking charge notice for parking outside of their allotted parking zone for longer than the concessionary 3 hours. Disbenefits related to this are on balance offset via the existing provision for a reduced charge if the charge is paid early, as well as a clear and consistent communication campaign in advance of the proposed changes taking effect.

While a sample survey on vehicles parked beyond their original lettered and numbered zones was conducted in 2019. It is acknowledged that the equalities data of vehicle users was not collected as part of this exercise as it was considered that the collection of vehicle users' equalities data would be not practicable. This is because a data collector would need to wait for vehicle users to return to a parking space for hours and vehicle users would not necessarily be willing to provide their personal information in the form of their equalities data to inform the survey. This being the case the impacts outlined cannot be definitively ascertained and will need further monitoring.

To monitor and mitigate any unforeseen and adverse impact of the proposal on the protected characteristics, the service will monitor complaints and review the designated buffer streets. Changes arising from this proposal will be communicated to the resident parking permit holders.

Name:

(signed off by)

Date signed off:

(approved)

Service area:

Public Realm

Team name:

Parking

Service manager:

Dan Jones, Divisional Director, Public Realm

Name and role of the officer completing the EA:

Michael Darby, Head of Parking Services

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?

- Survey on the number of vehicles from other zones parked for longer than 3 hours in each zone carried out in 2019
- Tower Hamlets Transport Strategy evidence base
<https://democracy.towerhamlets.gov.uk/documents/s160546/Appendix%20B%20Transport%20Strategy%20Evidence%20post%20consultation.pdf>
- Tower Hamlets Transport Strategy Equality Analysis (EA)
<http://democracy.towerhamlets.gov.uk/documents/s160543/Appendix%20D%20Transport%20Strategy%20Equality%20Analysis.pdf>
- Tower Hamlets Transport Strategy consultation
<http://democracy.towerhamlets.gov.uk/documents/s160542/Appendix%20C%20Transport%20Strategy%20consultation%20analysis.pdf>
- The English Indices of Deprivation 2019

Section 3 – Assessing the Impacts on the 9 Groups

Please refer to the guidance notes below and evidence how your proposal impacts 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>What impact will the proposal have on specific groups of service users or staff?</p> <ul style="list-style-type: none"> • Please add a narrative to justify your claims around impacts and, • Please describe the analysis and interpretation of evidence to support your conclusion as this will inform decision making <p>Please also how the proposal will promote the three One Tower Hamlets objectives?</p> <ul style="list-style-type: none"> -Reducing inequalities -Ensuring strong community cohesion -Strengthening community leadership <p>It is proposed that the Resident Parking Permit terms and conditions are changed by limiting permit holders to parking at any time only within the lettered and numbered zone on their permit/account. By way of example, rather than being permitted to park anywhere in zone A for an unlimited time, a resident of zone A1 would now only be able to park in A1 for an unlimited time. These proposals seek to redress difficulties experienced by resident parking permit holders in finding a parking space near their home. This proposal will free up some parking spaces and help resident parking permit holders find a parking space near their homes</p> <p>There is no estimated direct disproportionate impact of these proposals to residents on the grounds of race. While some communities do have larger family structures and networks of support outside of their own household, mitigating steps have been put place to reduce any unintended impact through ensuring a 3 hour concession for residents to park in any other zone remains in force promoting wider family and community support networks</p> <p>The pay and display service is also made available for those who come from other areas. These steps mitigate any impact the policy would have on residents who have visitors from extended family and caters for those would be receiving family support.</p> <p>It is anticipated that this proposal will also deliver fundamental benefits relating to the Borough Transport Strategy concerning reduced vehicle traffic and congestion in the borough, improve road safety and air quality. It is also anticipated that this proposal will encourage people to use sustainable transport modes such as public transport, walking and cycling. Using active transport modes, in particular, will be beneficial for their health and the environment including better air quality and tackling climate change.</p>

		<p>The general benefits anticipated by this proposal will positively affect residents. Results of a residents phone survey held in 2019 as part of the Transport Strategy consultation show that the majority (73%-98%) of the respondents agreed with the outcomes of the Strategy, including:</p> <ul style="list-style-type: none"> • Priority 2: Reduce dependency on cars in favour of walking, cycling and public transport (73%) • Priority 4: Create an environment where people are safe and feel confident to travel in Tower Hamlets (98%) • Priority 5: Improve air quality and make our surroundings quieter, more inviting and more appealing (96%). <p>The Transport Strategy evidence pack identified:</p> <ul style="list-style-type: none"> • White residents were more likely than Bangladeshi residents to cycle (26% vs 11%). • 12.9% of the borough's South Asian population who are over 70 years old have been diagnosed with Asthma, compared with 8.3% of White and 5.2% of the black population of the same age group. <p>The Transport Strategy resident phone survey shows:</p> <ul style="list-style-type: none"> • a higher proportion of "Asian or Asian British: Bangladeshi" (45%) respondents own cars compared to the total respondents (37%).
Disability	Positive	<p>It can be assumed that the proposal could have positive impacts on this group due to mitigated measures such as including free Visitor Vouchers for Carers and Disabled Badge Permits.</p> <p>It is proposed that the Resident Parking Permit terms and conditions are changed by limiting permit holders to parking at any time only within the lettered and numbered zone on their permit/account. By way of example, rather than being permitted to park anywhere in zone A for an unlimited time, a resident of zone A1 would now only be able to park in A1 for an unlimited time. These proposals seek to redress difficulties experienced by resident parking permit holders in finding a parking space near their home. This proposal will free up some parking spaces and help resident parking permit holders find a parking space near their homes</p> <p>It is anticipated that this proposal will deliver a positive impact on residents with disabilities, who as a consequence of the proposals will be able more able to find parking spaces within closer proximity to their homes. This is also extended to residents with reduced mobility but who are not registered as</p>

		<p>disabled.</p> <p>A study based on the National Travel Survey showed that nationally, for every mile walked, disabled people are five times more likely to be injured than non-disabled people. This proposal will help reduce traffic, which will help make roads safer for disabled people.</p> <p>It is also anticipated that this proposal will also deliver fundamental benefits relating to the Borough Transport Strategy concerning reduced vehicle traffic and congestion in the borough, improve road safety and air quality. It is also anticipated that this proposal will encourage people to use sustainable transport modes such as public transport, walking and cycling. Using active transport modes, in particular, will be beneficial for their health and the environment including better air quality and tackling climate change</p> <p>existing concessions to support disabled people, including free Visitor Vouchers for Carers and Disabled Badge Permits will remain unchanged. Disabled Badge permits holders will retain the right to park for three hours on a single or double yellow line and all day in a Pay & Display bay. People who have carers are entitled to an additional free 480 visitor parking vouchers. This is an addition to 240 residents parking vouchers, which is free to over 60 years old.</p>
Gender	Neutral	<p>It is proposed that the Resident Parking Permit terms and conditions be changed by limiting permit holders to parking at any time only within the lettered and numbered zone on their permit/account. By way of example, rather than being permitted to park anywhere in zone A for an unlimited time, a resident of zone A1 would now only be able to park in A1 for an unlimited time. These proposals seek to redress difficulties experience by resident parking permit holders in finding a parking space near their home. This proposal will free up some parking spaces and help residents parking permit holders find a parking space near their homes</p> <p>There is no estimated direct or indirect disproportionate impact of these proposals to residents on the grounds of gender. Mitigating steps have been put place to reduce any unintended impact of the proposal through ensuring the 3 hour concession for residents to park in any other zone would remain in force. The pay and display service is also made available for those who come from other areas.</p> <p>These steps seek to mitigate adverse any impact the policy would have on residents who undertake the role of care giver and may visit relatives to provide care, male or female.</p> <p>Additionally, existing concessions to support carers, including free Visitor Vouchers for Carers will</p>

		<p>remain unchanged. People who have carers are entitled to an additional free 480 visitor parking vouchers. This is an addition to 240 residents parking vouchers, which is free to over 60 years olds</p> <p>It is also anticipated that this proposal will also deliver fundamental benefits relating to the Borough Transport Strategy concerning reduced vehicle traffic and congestion in the borough, improve road safety and air quality. It is also anticipated that this proposal will encourage people to use sustainable transport modes such as public transport, walking and cycling. Using active transport modes, in particular, will be beneficial for their health and the environment including better air quality and tackling climate change</p> <p>It is anticipated that the benefits of this proposal will positively affect the residents. Results of a residents phone survey held in 2019 as part of the Transport Strategy consultation show that the majority (73%-98%) of the respondents agreed with the outcomes of the Strategy, including:</p> <ul style="list-style-type: none"> • Priority 2: Reduce dependency on cars in favour of walking, cycling and public transport (73%) • Priority 4: Create an environment where people are safe and feel confident to travel in Tower Hamlets (98%) • Priority 5: Improve air quality and make our surroundings quieter, more inviting and more appealing (96%). <p>The Transport Strategy evidence pack shows:</p> <ul style="list-style-type: none"> • Female borough residents are much less likely to cycle than male (14% vs 26%). • In England, 25% of women and 20% of men are physically inactive.
Gender Reassignment	Neutral	<p>It is proposed that the Resident Parking Permit terms and conditions be changed by limiting permit holders to parking at any time only within the lettered and numbered zone on their permit/account. By way of example, rather than being permitted to park anywhere in zone A for an unlimited time, a resident of zone A1 would now only be able to park in A1 for an unlimited time. These proposals seek to redress difficulties experience by resident parking permit holders in finding a parking space near their home. This proposal will free up some parking spaces and help residents parking permit holders find a parking space near their homes</p> <p>There is no estimated direct or indirect disproportionate impact of these proposals to residents on the grounds of gender reassignment. Through restricting the ability for residents to park outside of their own</p>

		<p>parking zone, proposals seek safeguard parking spaces for residents in proximity to their home. This being the case there is a potential benefit concerning reduced fear of hate crime for residents across a range of protected characteristics including those residents going through gender reassignment. Mitigating steps have been put place to reduce any unintended impact of the proposal through ensuring the 3 hour concession for residents to park in any other zone would remain in force. The pay and display service is also made available for those who come from other areas.</p> <p>It is also anticipated that this proposal will also deliver fundamental benefits relating to the Borough Transport Strategy concerning reduced vehicle traffic and congestion in the borough, improve road safety and air quality. It is also anticipated that this proposal will encourage people to use sustainable transport modes such as public transport, walking and cycling. Using active transport modes, in particular, will be beneficial for their health and the environment including better air quality and tackling climate change.</p>
Sexual Orientation	Neutral	<p>It is proposed that the Resident Parking Permit terms and conditions be changed by limiting permit holders to parking at any time only within the lettered and numbered zone on their permit/account. By way of example, rather than being permitted to park anywhere in zone A for an unlimited time, a resident of zone A1 would now only be able to park in A1 for an unlimited time. These proposals seek to redress difficulties experience by resident parking permit holders in finding a parking space near their home. This proposal will free up some parking spaces and help residents parking permit holders find a parking space near their homes</p> <p>There is no estimated direct or indirect disproportionate impact of these proposals to residents on the grounds of sexual orientation. Through restricting the ability for residents to park outside of their own parking zone, proposals seek safeguard parking spaces for residents in proximity to their home. This being the case there is a potential benefit concerning reduced fear of hate crime for residents across a range of protected characteristics including LGBTQI+ residents.</p> <p>Mitigating steps have been put place to reduce any unintended impact of the proposal through ensuring the 3 hour concession for residents to park in any other zone would remain in force. The pay and display service is also made available for those who come from other areas.</p> <p>It is also anticipated that this proposal will also deliver fundamental benefits relating to the Borough Transport Strategy concerning reduced vehicle traffic and congestion in the borough, improve road safety and air quality. It is also anticipated that this proposal will encourage people to use sustainable transport modes such as public transport, walking and cycling. Using active transport modes, in</p>

		particular, will be beneficial for their health and the environment including better air quality and tackling climate change
Religion or Belief	Neutral	<p>It is proposed that the Resident Parking Permit terms and conditions be changed by limiting permit holders to parking at any time only within the lettered and numbered zone on their permit/account. By way of example, rather than being permitted to park anywhere in zone A for an unlimited time, a resident of zone A1 would now only be able to park in A1 for an unlimited time. These proposals seek to redress difficulties experience by resident parking permit holders in finding a parking space near their home. This proposal will free up some parking spaces and help residents parking permit holders find a parking space near their homes</p> <p>There is no estimated direct or indirect disproportionate impact of these proposals to residents on the grounds of religion or belief. Mitigating steps have been put place to reduce any unintended impact of the proposal through ensuring the 3 hour concession for residents to park in any other zone would remain in force. The pay and display service is also made available for those who come from other areas. These proposals make provision for residents who are attending religious events and / or who are visiting extended family to celebrate religious festivals and or holidays.</p> <p>It is also anticipated that this proposal will also deliver fundamental benefits relating to the Borough Transport Strategy concerning reduced vehicle traffic and congestion in the borough, improve road safety and air quality. It is also anticipated that this proposal will encourage people to use sustainable transport modes such as public transport, walking and cycling. Using active transport modes, in particular, will be beneficial for their health and the environment including better air quality and tackling climate change</p>
Age	Positive	<p>It is proposed that the Resident Parking Permit terms and conditions be changed by limiting permit holders to parking at any time only within the lettered and numbered zone on their permit/account. By way of example, rather than being permitted to park anywhere in zone A for an unlimited time, a resident of zone A1 would now only be able to park in A1 for an unlimited time. These proposals seek to redress difficulties experience by resident parking permit holders in finding a parking space near their home. This proposal will free up some parking spaces and help residents parking permit holders find a parking space near their homes</p> <p>There is an estimated positive benefit for residents on the grounds of age. Through restricting the ability for residents to park outside of their own parking zone, proposals seek to safeguard parking spaces for residents in proximity to their home. This being the case there is a potential benefit concerning older</p>

residents where whilst not being classed as disabled, may suffer reduced mobility.

Mitigating steps have been put place to reduce any unintended impact of the proposal through ensuring the 3 hour concession for residents to park in any other zone would remain in force. The pay and display service is also made available for those who come from other areas. These provisions seek to address any potential disbenefit for elderly residents receiving care and or visits of support, ensuring that parking availability is still available for those providing care. Additionally, existing concessions to support carers, including free Visitor Vouchers for Carers will remain unchanged. People who have carers are entitled to an additional free 480 visitor parking vouchers. This is an addition to 240 residents parking vouchers, which is free to over 60 years olds

It is also anticipated that this proposal will also deliver fundamental benefits relating to the Borough Transport Strategy concerning reduced vehicle traffic and congestion in the borough, improve road safety and air quality. It is also anticipated that this proposal will encourage people to use sustainable transport modes such as public transport, walking and cycling. Using active transport modes, in particular, will be beneficial for their health and the environment including better air quality and tackling climate change

It is anticipated that the benefits of this proposal will positively affect the residents. Results of a residents phone survey held in 2019 as part of the Transport Strategy consultation show that the majority (73%-98%) of the respondents agreed with the outcomes of the Strategy, including:

- Priority 2: Reduce dependency on cars in favour of walking, cycling and public transport (73%)
- Priority 4: Create an environment where people are safe and feel confident to travel in Tower Hamlets (98%)
- Priority 5: Improve air quality and make our surroundings quieter, more inviting and more appealing (96%).

The Transport Strategy evidence pack shows that air pollution affects people throughout their lifetime from pregnancy to elderly age. Better air quality that we are going to achieve through this strategy will give positive impact on all age groups, including South Asian population over 70 years old. Higher proportion of South Asian population who are over 70 years old (13%) have been diagnosed with asthma, compared with White (8%) and black population (5%) of the same age group.

In 2016/17, 22.8% of adults aged 19 and above in Tower Hamlets were classified as physically inactive

		<p>(less than 30 moderate intensity equivalent minutes per week).</p> <p>Physical activity decreases risks of disease and ill health, including high blood pressure, type 2 diabetes, coronary heart disease, anxiety and depression. By promoting active travel modes (i.e. walking and cycling), health and wellbeing of residents will be improved.</p>
Marriage and Civil Partnerships.	Neutral	<p>It is proposed that the Resident Parking Permit terms and conditions be changed by limiting permit holders to parking at any time only within the lettered and numbered zone on their permit/account. By way of example, rather than being permitted to park anywhere in zone A for an unlimited time, a resident of zone A1 would now only be able to park in A1 for an unlimited time. These proposals seek to redress difficulties experience by resident parking permit holders in finding a parking space near their home. This proposal will free up some parking spaces and help residents parking permit holders find a parking space near their homes</p> <p>There is no estimated direct or indirect disproportionate impact of these proposals to residents on the grounds of marriage and civil partnerships. Mitigating steps have been put place to reduce any unintended impact of the proposal through ensuring the 3 hour concession for residents to park in any other zone would remain in force. The pay and display service is also made available for those who come from other areas.</p> <p>The proposals also secure generic benefits for all residents including reduced vehicle traffic and congestion in the borough, which will improve road safety and air quality. It is also anticipated that this proposal will encourage people to use sustainable transport modes such as public transport, walking and cycling. Using active transport modes, in particular, will be beneficial for their health and the environment including better air quality and tackling climate change.</p>
Pregnancy and Maternity	Positive	<p>It is proposed that the Resident Parking Permit terms and conditions be changed by limiting permit holders to parking at any time only within the lettered and numbered zone on their permit/account. By way of example, rather than being permitted to park anywhere in zone A for an unlimited time, a resident of zone A1 would now only be able to park in A1 for an unlimited time. These proposals seek to redress difficulties experience by resident parking permit holders in finding a parking space near their home. This proposal will free up some parking spaces and help residents parking permit holders find a parking space near their homes</p> <p>There is an estimated positive benefit for residents on the grounds of pregnancy / maternity. Through restricting the ability for residents to park outside of their own parking zone, proposals seek to safeguard</p>

		<p>parking spaces for residents in proximity to their home. This being the case there is a potential benefit concerning those residents with reduced mobility due to pregnancy/maternity who will be better able to park closer to their own home.</p> <p>Mitigating steps have been put place to reduce any unintended impact of the proposal through ensuring the 3 hour concession for residents to park in any other zone would remain in force. The pay and display service is also made available for those who come from other areas These provisions seek to address any potential disbenefit for residents receiving care and or visits of support, ensuring that parking availability is still available for friends/family and health care professionals to provide support where needed.</p> <p>It is also anticipated that this proposal will also deliver fundamental benefits relating to the Borough Transport Strategy concerning reduced vehicle traffic and congestion in the borough, improve road safety and air quality. It is also anticipated that this proposal will encourage people to use sustainable transport modes such as public transport, walking and cycling. Using active transport modes, in particular, will be beneficial for their health and the environment including better air quality and tackling climate change</p>
Other Socio-economic Carers	Neutral (socio economic) Positive (carers)	<p><u>Socio Economic Impact / Low Income</u></p> <p>There are financial implications for residents who receive a parking charge notice for parking outside of their allotted parking zone for longer than the concessionary 3 hours. While this will apply to all residents there may be seen to be a proportional disbenefit for residents who are less able to make payment. While this is seen a potential disbenefit, provisions are in place for reduced charges for residents who make payment within a reduced time scale. While this goes some way to reduce the potential disbenefit on those with lower incomes a proposed mitigation would be to have a clear and consistent communication campaign in advance of the proposed changes to Resident Parking Permit Terms and Conditions coming into effect. This has been included as an action within the accompanying action plan</p> <p>On balance the proposals also reaps range of benefits to provide improved parking for all residents closer to their homes as well as secure fundamental benefits for all residents including reduced vehicle traffic and congestion in the borough, which will improve road safety and air quality. It is also anticipated that this proposal will encourage people to use sustainable transport modes such as public transport, walking and cycling. Using active transport modes, in particular, will be beneficial for their health and the environment including better air quality and tackling climate change.</p>

Carers

In regards to the impact this proposal may have on carers it is considered this is likely to be minimal. Existing concessions to support carers, including free Visitor Vouchers for Carers will remain unchanged. People who have carers are entitled to an additional free 480 visitor parking vouchers. This is an addition to 240 residents parking vouchers, which is free to over 60 years old.

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?

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

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

The effect of these changes, including complaints, will be monitored by the Council and further action will be taken where appropriate.

Does the policy/function comply with equalities legislation?

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

Yes

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

Monitoring the impact of the proposals will be improved by the development of data capture mechanisms for each of the key protected characteristics

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

The effect of these changes, including complaints, will be monitored by the Council and further action will be taken where appropriate.

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
Monitor the impact of the proposal	<p>Monitor complaints to continue to identify and adverse impact</p> <p>Review designated buffer streets pending any adverse impact</p>	Monthly	Michael Darby	
Communications	Communications of changes	Develop and implement a communications plan	Michael Darby	