

Equality Impact Analysis Template

Section 1: Introduction

Name of proposal
For the purpose of this document, 'proposal' refers to a policy, function, strategy or project
Reintroduction of four main parent zones.
Service area and Directorate responsible
Parking, Mobility and Market Services / Place
Name of completing officer
Eamonn Cullinan – Parking Development Investigation Manager
Approved by (Corporate Director / Divisional Director/ Head of Service)
Date of approval
Click or tap to enter a date.

Where a proposal is being taken to a committee, please append the completed EIA(s) to the cover report.

Conclusion – To be completed at the end of the Equality Impact Analysis process

This summary will provide an update on the findings of the EIA and what the outcome is. *For example, based on the findings of the EIA, the proposal was rejected as the negative impact on a particular group was disproportionate and the appropriate actions cannot be undertaken to mitigate risk. Or, based on the EIA, the proposal was amended, and alternative steps taken.*

The focus of this is to analyse the impacts of the proposal on residents, service users and the wider community that are likely to be affected by the proposal. If the proposed change also has an impact on staff, the committee covering report should provide an overview of the likely equality impact for staff, residents and service users and the range of mitigating measures proposed.

Conclusion	Current decision rating (see Appendix A)
<p>This proposal will have a positive impact on resident permit holders, particularly those who engage with family and community support networks. The introduction of the proposal is very likely to increase the number of local car journeys made which will have a negative impact on Traffic Congestion, Air Quality and Road Safety and the disbenefits that brings to all groups, particularly the young, elderly, disabled and those with health conditions.</p>	<p>Amber</p>

The Equality Act 2010 places a ‘General Duty’ on all public bodies to have ‘due regard’ to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between those with ‘protected characteristics’ and those without them
- Foster good relations between those with ‘protected characteristics’ and those without them

This Equality Impact Analysis provides evidence for meeting the Council’s commitment to equality and the responsibilities outlined above. For more information about the Council’s commitment to equality, please visit the Council’s [website](#).

Section 2: General information about the proposal

Describe the proposal including the relevance of proposal to the general equality duties and protected characteristics under the Equality Act 2010
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To return to the position where resident parking permit holders can park all day anywhere in the main zone in which they live This proposal will give all resident parking permit holders greater flexibility to drive anywhere in the parent zone they live in and this will need to be balanced with the negative impacts these additional journeys will have on road safety and air quality.

Section 3: Evidence (consideration of data and information)

What evidence do we have which may help us think about the impacts or likely impacts on residents, service users and wider community?

Changes to Resident Parking Permit Terms & Conditions – Cabinet Report 28/10/2020

The Council's Transport Strategy (Tower Hamlets Transport Strategy 2019-2041)

Air quality monitoring data has shown that there has been a downward trend over the last seven years in air pollution, greatly helped by improvements in vehicle technology, Euro emissions standards and the recent introduction of the inner London Ultra Low Emissions Zone. Currently most sites in the borough comply with the UK legal limits (World Health Organisation has much lower limits which we do not comply with) however any increase in the number of local journeys made by car are likely to lead to higher levels of local air pollution.

Section 4: Assessing the impacts on different groups and service delivery

Groups	Positive	Negative	Neutral	Considering the above information and evidence, describe the impact this proposal will have on the following groups?
Protected				
Age (All age groups)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Finding parking space close to their homes may become more difficult for older residents who whilst not being classed as disabled may suffer reduced mobility.
Disability (Physical, learning difficulties, mental health and medical conditions)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	It is anticipated that this proposal will have a negative impact on residents with disabilities, who as a consequence of the proposals will not be able to find parking spaces within close proximity to their homes. This is also extended to residents with reduced mobility but who are not registered as disabled. A negative impact on road safety and air quality will also adversely affect those with a disability.
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Marriage and civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Religion or philosophical belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Race	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Some communities have larger family structures and networks of support outside of their own household, the ability to park all day in the parent will help to promote wider family and community support networks.</p> <p>The more drivers who use the facility may make finding available parking more difficult and increased traffic and congestion will have a detrimental effect on road safety and air quality.</p>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Residents with reduced mobility due to pregnancy/maternity may find it more difficult to park closer to their own home.
Other				

<p>Socio-economic</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The proposals could lead to more car journeys within the borough being made. This may also attract those who currently use sustainable modes of transport to use cars instead. Along with the negative impact this would have on road safety and air quality there is the loss of health benefits that come from walking and cycling. 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>Parents/Carers</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<p>People with different Gender Identities e.g.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

Gender fluid, Non-Binary etc				
Any other groups	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

Section 5: Impact analysis and action plan

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Update on progress
Monitor the impact of the proposal	Monitor complaints to identify any adverse impact	Monthly	EC	
Collect air quality data	Record monthly	Review every 6 months	EC	

Section 6: Monitoring



What monitoring processes have been put in place to check the delivery of the above action plan and impact on equality groups?

Data from air quality monitoring sites and the Tower Hamlets Nitrogen Dioxide Tube results.

Monthly monitoring of complaints received regarding any impacts of the change to resident permit terms and conditions.

Appendix A

EIA decision rating

Decision	Action	Risk
<p>As a result of performing the EIA, it is evident that a disproportionately negative impact (direct, indirect, unintentional or otherwise) exists to one or more of the nine groups of people who share a Protected Characteristic under the Equality Act and appropriate mitigations cannot be put in place to mitigate against negative impact. It is recommended that this proposal be suspended until further work is undertaken.</p>	<p>Suspend – Further Work Required</p>	<p>Red</p> 
<p>As a result of performing the EIA, it is evident that there is a risk that a disproportionately negative impact (direct, indirect, unintentional or otherwise) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. However, there is a genuine determining reason that could legitimise or justify the use of this policy.</p>	<p>Further (specialist) advice should be taken</p>	<p>Red Amber</p> 
<p>As a result of performing the EIA, it is evident that there is a risk that a disproportionately negatively impact (as described above) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. However, this risk may be removed or reduced by implementing the actions detailed within the <i>Impact analysis and action plan</i> section of this document.</p>	<p>Proceed pending agreement of mitigating action</p>	<p>Amber</p> 