

Equality, Diversity, Cohesion and Integration Impact Assessment



As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

Directorate: Environments & Neighbourhoods	Service area: Parking Services
Lead person: Richard Buffett	Contact number: 0113 24 75497
Date of the equality, diversity, cohesion and integration impact assessment: 15 th May 2013	

1. Title: Sunday & Evening On-Street Parking Charges
Is this a:
<input checked="" type="checkbox"/> Strategy /Policy <input type="checkbox"/> Service / Function <input type="checkbox"/> Other
If other, please specify

2. Members of the assessment team:

Name	Organisation	Role on assessment team
Mark Jefford	E&N – Parking Services	Manager of Parking Services
Claire Hyde	City Development – Resources & Strategy	Senior Project Manager
Nick Hunt	City Development – Traffic Management	Principal Traffic Engineer
Maggie Dawkins	Customer Access & Performance	Communications Officer
Mary Levitt-Hughes	City Development – Highways & Transportation	Equality Adviser
Richard Buffett	City Development – Resources & Strategy	Project Support

3. Summary of strategy, policy, service or function that was assessed:

The impact assessment focuses on the equality implications of introducing charges for on-street parking on Sundays & Evenings within the city centre.

Leeds City Council currently operates approximately 2,500 on-street pay & display bays in the city centre. The charging period for these parking spaces ends at 6pm. Other than Liverpool, which also ends at 6pm, all of the other core cities charge later into the evening. Leeds is one of only three core cities to offer free parking on Sundays. Privately operated car parks in Leeds charge for both evenings and Sundays, almost always at similar levels to any other day of the week.

In September 2012 Executive Board received a report reviewing City Centre car parking issues and resolved to carry out a consultation exercise to determine views on the possible introduction of parking charges for Sundays and evenings.

4. Scope of the equality, diversity, cohesion and integration impact assessment
 (complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

4a. Strategy, policy or plan
 (please tick the appropriate box below)

The vision and themes, objectives or outcomes	<input type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input type="checkbox"/>
A specific section within the strategy, policy or plan	<input checked="" type="checkbox"/>

Whilst the Council's objective is not to maximise revenue, it aims to use pricing as a tool to manage traffic flows in the city and to maintain the vitality of the city centre. The Council sets prices taking into account a number of factors including:

- The Council's overall policy objectives
- Levels of demand, determined on a street by street basis and with reference to the off street occupancy surveys
- Budget expectations as determined by the Council's annual budget strategy
- Levels of actual and forecast income
- Prices of surrounding car parks in the area

4b. Service, function, event
 please tick the appropriate box below

The whole service (including service provision and employment)	<input type="checkbox"/>
A specific part of the service (including service provision or employment or a specific section of the service)	<input type="checkbox"/>

Procuring of a service (by contract or grant)	<input type="checkbox"/>
Please provide detail:	

5. Fact finding – what do we already know
 Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.
 (priority should be given to equality, diversity, cohesion and integration related information)

The consultation exercise to determine views on the possible introduction of parking charges for Sundays and evenings was carried out in late 2012 via the Citizen’s Panel and also made available online and forwarded to city centre businesses.

- LCC Car Parking Consultation - Evening & Sunday Parking Charges Report.

2,368 responses were received to the survey though not all respondents answered all questions, this is considered to be a high number return.

In overall terms the responses received did not favour the introduction of car parking charges on Sundays (494 in favour, 1008 not) or evenings (528 in favour, 991 not).

- The Council also received 2 separate petitions from five city centre churches. The petitions contain around 1000 signatures from congregations opposing the charges. Charging proposals have been amended to reflect the findings in the petition.
- 11 written replies were also received including one from a sixth church. All the written replies opposed the introduction of charges on Sundays & evenings.
- Parking League Table
- Comparison of Core Cities

	Sunday charges	End of daytime charging period
Birmingham	Yes	19.30
Bristol	No	00.00
Leeds	No	18.00
Liverpool	Yes	18.00
Manchester	Yes	20.00
Newcastle	Yes	18.30
Nottingham	Yes	20.00
Sheffield	No	18.30

- Financial Review of City Centre Parking in Leeds (Report)
- Sunday & Evening Car Parking Charges (Report to Exec Board 19 June 2013)

Are there any gaps in equality and diversity information
Please provide detail:

Action required:

- Further analysis of the consultation data should be made in order to recognise the specific responses of the equality groups and identify any gaps.

6. Wider involvement – have you involved groups of people who are most likely to be affected or interested

Yes **No**

Please provide detail:

- Public consultation has already taken place which sought the views of the residents of Leeds via the Citizens’ Panel.
- Discussions have also taken place with some Ward Members.

Action required:

- Further consultation will be undertaken with the Faith Groups that have already expressed their concerns.
- If gaps are identified in the Equality Characteristics in the Citizens’ Panel Survey, consultation will take place with the Equality Hubs either as focus groups or targeted on specific characteristics.

7. Who may be affected by this activity?

please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

Equality characteristics

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Carers	<input checked="" type="checkbox"/> Disability
<input type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Race	<input checked="" type="checkbox"/> Religion or Belief
<input type="checkbox"/> Sex (male or female)	<input type="checkbox"/> Sexual orientation	
<input type="checkbox"/> Other		

Please specify:

Stakeholders

_____ _____ _____

Services users	Employees	Trade Unions
<input type="checkbox"/> Partners	<input type="checkbox"/> Members	<input type="checkbox"/> Suppliers
<input type="checkbox"/> Other please specify		

Potential barriers.

<input type="checkbox"/> Built environment	<input checked="" type="checkbox"/> Location of premises and services
<input type="checkbox"/> Information and communication	<input checked="" type="checkbox"/> Customer care
<input checked="" type="checkbox"/> Timing	<input checked="" type="checkbox"/> Stereotypes and assumptions
<input checked="" type="checkbox"/> Cost	<input type="checkbox"/> Consultation and involvement
<input type="checkbox"/> specific barriers to the strategy, policy, services or function	

Please specify

8. Positive and negative impact
 Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers

8a. Positive impact:

Positive Impacts (applies for both Sundays & Evenings unless stated):

The following apply to **ALL** service users:

- More frequent turn over of parking spaces
- Increased number of parking spaces as city centre staff are less likely to park all day
- Charges are still cheaper than weekday charges and private providers

Breakdown of positive impact specific to Equality Group:

Disability

- Continued free parking for Blue Badge holders
- Not limited to disabled bays which are time limited
- Hospital visitors have access to more spaces as staff are less likely to use the spaces all day

Age
Elderly

- Those with Mobility issues are eligible for free parking if they have a blue badge

Action required:

8b. Negative impact:

Negative Impacts (applies for both Sundays & Evenings unless stated):

The following apply to **ALL** service users:

- The imposition of the charge impacts on all service users regardless of equality group with the exception of blue badge holders.
- Some groups may currently gather in the evenings or Sundays purely because parking is free at these times.

Breakdown of negative impact specific to Equality Group:

Disability

- Hospital visitors will have to pay like everybody else
- May not currently qualify for a blue badge

Age

Families with young children

- Families can often only use the city outside of school hours
- Attendance at Sunday schools may be affected

Religion / Belief

- Christian faith groups will be affected by charging on a Sunday as this is the Christian holy day.
Other faiths congregate on days that are already charged but do not worship within the charging area.

Low Incomes

- Any charge has a greater impact on people on low incomes. Some black minority ethnic communities, disabled people, older people and single parent households can be disproportionately represented in terms of lower incomes.

Action required:

The proposed charges were reconsidered following consultation with Faith Groups. The new proposals address some of the concerns raised. The charges that are now proposed are as follows:

Evenings:

- Single flat payment of £2 after 6pm

Sundays:

- £1 up to 4 hours
- £4 over 4 hours

9. Will this activity promote strong and positive relationships between the groups/communities identified?

Yes

No

Please provide detail:

Action required:

10. Does this activity bring groups/communities into increased contact with each other? (e.g. in schools, neighbourhood, workplace)

Yes

No

Please provide detail:

Action required:

11. Could this activity be perceived as benefiting one group at the expense of another? (e.g. where your activity/decision is aimed at adults could it have an impact on children and young people)

Yes

No

Please provide detail:

- Christian faith groups will be adversely affected by the implementation of charging on a Sunday as this is the Christian holy day. However, other faiths cannot be perceived as benefiting as they congregate on days that are already charged but do not worship within the charging area.

Action required:

12. Equality, diversity, cohesion and integration action plan

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

Action	Timescale	Measure	Lead person
Further analysis of the Equality Characteristics in the Citizens' Panel Survey	May – June 2013	Identify any gaps in the consultation that has already taken place	Yesrab Jumma
Further Consultation with Faith Groups	End of May 2013	Discuss changes to proposed charge that mitigate some of the concerns raised	Mark Jefford
Discussions / Focus Groups with Equality Hubs	May – June 2013	Give due regard to all Equality Characteristics	Richard Buffett

13. Governance, ownership and approval

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

Name	Job Title	Date

14. Monitoring progress for equality, diversity, cohesion and integration actions (please tick)

- As part of Service Planning performance monitoring
- As part of Project monitoring
- Update report will be agreed and provided to the appropriate board
Please specify which board
- Other (please specify)

15. Publishing

This Equality, Diversity, Cohesion and Integration impact assessment will act as evidence that due regard to equality and diversity has been given.

If this impact assessment relates to a **Key Delegated Decision, Executive Board, full Council** or a **Significant Operational Decision** a copy should be emailed to Corporate Governance and will be published along with the relevant report.

A copy of **all other** Equality and Diversity, Cohesion and Integration impact assessment's should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).

Date impact assessment completed

If relates to a Key Decision – **date sent to Corporate Governance**

Any other decision – **date sent to Equality Team (equalityteam@leeds.gov.uk)**