

Equality Impact Analysis Full Tool with Guidance

Overview

This Tool has been produced to help you analyse the likelihood of impacts on the protected characteristics – including where people are represented in more than one – with regard to your new or proposed policy, strategy, function, project or activity. It has been updated to reflect the new public sector equality duty and should be used for decisions from 5th April 2011 onwards. It is designed to help you analyse decisions of high relevance to equality, and/or of high public interest.

General points

1. 'Due regard' means the regard that is appropriate in all the circumstances. In the case of controversial matters such as service closures or reductions, considerable thought will need to be given the equalities aspects.
2. Wherever appropriate, and in all cases likely to be controversial, the outcome of the EIA needs to be summarised in the Cabinet/Cabinet Member report (section 08 of this tool) and equalities issues dealt with and cross referenced as appropriate within the report.
3. Equalities duties are fertile ground for litigation and a failure to deal with them properly can result in considerable delay, expense and reputational damage.
4. Where dealing with obvious equalities issues e.g. changing services to disabled people/children, take care not to lose sight of other less obvious issues for other protected groups.

Timing, and sources of help

Case law has established that having due regard means analysing the impact, and using this to inform decisions, thus demonstrating a conscious approach and state of mind ([2008] EWHC 3158 (Admin), [here](#)). It has also established that due regard cannot be demonstrated after the decision has been taken. Your EIA should be considered at the outset and throughout the development of your proposal, through to the recommendation for decision. It should demonstrably inform, and be made available when the decision that is recommended. This tool contains guidance, and you can also access guidance from the EHRC [here](#). If you are analysing the impact of a budgetary decision, you can find EHRC guidance [here](#). Advice and guidance can be accessed from the Opportunities Manager: PEIA@lbhf.gov.uk or ext 3430.

Full Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis																							
Financial Year and Quarter	2012/13 Q1-Q4																							
Name and details of policy, strategy, function, project, activity, or programme	<p>PARKING PROJECTS PROGRAMME 2012-13</p> <p>This report outlines the key parking priorities of the Council and presents a parking projects programme for the 2012/13 financial year.</p> <p><u>Recommendation(s):</u></p> <p>1.The following projects are approved</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="background-color: #000080; color: white;">Project</th> <th style="background-color: #000080; color: white;">Expenditure (£)</th> <th style="background-color: #000080; color: white;">Priority (L/M/H)</th> <th style="background-color: #000080; color: white;">Description</th> </tr> </thead> <tbody> <tr> <td>General CPZ correspondence</td> <td style="text-align: center;">£80,000</td> <td style="text-align: center;">M/H</td> <td>The Parking Project Team receives high levels of correspondence throughout the year. Many of the requests are investigated with site inspections and assessments, which takes up a significant amount of officer time.</td> </tr> <tr> <td>Zone R, U and W</td> <td style="text-align: center;">£100,000</td> <td style="text-align: center;">H</td> <td>Introducing the Smart Visitor Permit scheme, extend parking bays where feasible, de-cluttering of signs, upgrading single yellow lines to double yellow lines and ensuring waiting and loading is accurate and acceptable</td> </tr> <tr> <td>Minor amendments to Traffic Orders & signage/line marking</td> <td style="text-align: center;">£80,000</td> <td style="text-align: center;">H</td> <td>Aside from larger projects like Zone parking reviews, there are a number of smaller schemes that need to be investigated and implemented.</td> </tr> <tr> <td>Review of waiting and loading (Munster Road/Dawes</td> <td style="text-align: center;">£20,000</td> <td style="text-align: center;">M/H</td> <td>In 2006 the waiting and loading restrictions for the borough were entered into Parkmap. Due to the continued programmed of de-cluttering and maximising of parking bays since this date this is</td> </tr> </tbody> </table>				Project	Expenditure (£)	Priority (L/M/H)	Description	General CPZ correspondence	£80,000	M/H	The Parking Project Team receives high levels of correspondence throughout the year. Many of the requests are investigated with site inspections and assessments, which takes up a significant amount of officer time.	Zone R, U and W	£100,000	H	Introducing the Smart Visitor Permit scheme, extend parking bays where feasible, de-cluttering of signs, upgrading single yellow lines to double yellow lines and ensuring waiting and loading is accurate and acceptable	Minor amendments to Traffic Orders & signage/line marking	£80,000	H	Aside from larger projects like Zone parking reviews, there are a number of smaller schemes that need to be investigated and implemented.	Review of waiting and loading (Munster Road/Dawes	£20,000	M/H	In 2006 the waiting and loading restrictions for the borough were entered into Parkmap. Due to the continued programmed of de-cluttering and maximising of parking bays since this date this is
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	Road) restrictions			required.
	Quarterly amendments to traffic orders	£80,000	H	To save on advertising costs for individual waiting and loading amendments, the changes to yellow lines and kerb blips are grouped into 4 larger amendments every year. Yellow line amendments from all groups in the environment department are included in the quarterlies in order to save overall departmental cost. The cost includes fees, works orders and advertising.
	Roll out of SMART Visitor Permit borough-wide	£80,000	H	The SMART Visitor Permit scheme has now been introduced in 15 controlled parking zones with good take up and feedback from residents.
	Barclay Road	£8,000	H	Introduction of 2 hour maximum stay pay & display on this road (signage, officer time and TRO work)
	Overnight parking stress surveys	£38,000	M	The annual overnight parking stress surveys are required to maintain an accurate picture of the level of demand for parking in the borough. It is proposed that the Council will now start to carry out an annual day time parking stress survey as well as the overnight parking stress survey.
	Electric Vehicle Charging pilot (estimated)	£25,000	H	The Council has worked with partners to develop off-street Electric Vehicle (EV) charging points for electric vehicles and aims to expand this provision to on-street parking in the future with one trial EV charging point and associated bay in Fulham for an initial 18 month experimental period
Stop and shop bays-North End Road and Wandsworth Bridge Road	£40,000	M	40 pence per hour bays to encourage a high turnover of visitors at a discounted price in order to assist local businesses and help to stimulate the local economy and independent businesses	

	Yellow box junction enforceability work	£23,000	H	Camera signs and yellow box junction line adjustments are required as well as working with the DfT for authorisations for continued yellow box junction enforcement. This does not generally fall under the remit of Parking Projects Team but is high priority for the Council	
	Boroughwide bus lane enforceability audit and amendments	£26,000	H	Adjustments are required to ensure the continued enforceability of bus lanes boroughwide to ensure the smooth flow of traffic along busy corridors. This does not generally fall under the remit of Parking Projects Team but is high priority for the Council	
	Total	£600,000			
	Section 106, Olympics and external funded works				
	Macfarlane Road point closure consultation	£25,000	H	Consulting and possibly implementing a point closure to reduce congestion/through traffic (Westfield S106 funded)	
	Olympics – Zones D, E, F (consultation and planning)	£70,000	H	Implementation in 2012-13. Works funded by Olympics.	
	Car Clubs	£50,000	M	The Council has committed to 50 additional car club bays in 2013/14 in the borough (TfL funded)	
Total	£145,000				

Lead Officer	Name: Naveed Ahmed Position: Parking Projects Manager Email: naveed.ahmed@lbhf.gov.uk Telephone No: Ext 1418
Date of completion of final EIA	9 May 2012

Section 02	Scoping of Full EIA			
Plan for completion	Timing: in 2011/12 financial year Resources: consultation feedback Lead Officer Naveed Ahmed			
What is the policy, strategy, function, project, activity, or programme looking to achieve?	Age	Recommendations are likely to benefit older people as this helps to maintain and improve pedestrian legibility in borough-wide with cheaper parking for residents' visitors and disabled residents' visitors get a further 50% discount on parking with the Smart Visitor Permit on the first 240 hours of parking of the year. De-cluttering of signage and safeguarding informal crossing points by introducing double yellow lines at these locations will be more relevant to older people with age-related mobility impairments or difficulties. This will also be positive for that age group, as well as to be less relevant, though also positive and beneficial to other age groups (e.g. parents with small children)	H	+
	Disability	Recommendations will benefit disabled people as this helps to maintain and improve pedestrian, which will be more relevant to disabled people with mobility impairments as this will aid their navigation of streets. Additionally disabled residents' visitors get a further 50% discount on parking with the Smart Visitor Permit on the first 240 hours of parking of the year	H	+
	Gender reassignment	Recommendations will not be directly relevant to those who have transitioned, or who are transitioning but it will have a positive benefit as to all people using streets and parking vehicles as there will be less cluttered signs, more parking bays, cheaper parking for residents' visitors and easier crossing facilities.	L	+

	Marriage and Civil Partnership	Not relevant in this case	N/A	N/A
	Pregnancy and maternity	Recommendations will benefit pregnant women and those who have just given birth, or who are carrying small infants, as protecting informal crossing points by introducing double yellow lines and reducing street clutter/signage helps to maintain and improve pedestrian legibility in the borough, which will be more relevant to those with reduced mobility as this will aid their navigation of streets	H	+
	Race	Recommendations will not be directly relevant to those who have transitioned, or who are transitioning but it will have a positive benefit as to all people using streets and parking vehicles as there will be less cluttered signs, more parking bays, cheaper parking for residents' visitors and easier crossing facilities.	L	+
	Religion/belief (including non-belief)	Recommendations will not be directly relevant to those who have transitioned, or who are transitioning but it will have a positive benefit as to all people using streets and parking vehicles as there will be less cluttered signs, more parking bays, cheaper parking for residents' visitors and easier crossing facilities.	L	+
	Sex	Recommendations will not be directly relevant to those who have transitioned, or who are transitioning but it will have a positive benefit as to all people using streets and parking vehicles as there will be less cluttered signs, more parking bays, cheaper parking for residents' visitors and easier crossing facilities.	L	+
	Sexual Orientation	Recommendations will not be directly relevant to those who have transitioned, or who are transitioning but it will have a positive benefit as to all people using streets and parking vehicles as there will be less cluttered signs, more parking bays, cheaper parking for residents' visitors and easier crossing facilities.	L	+
<p>Human Rights and Children's Rights</p> <p>Will it affect Human Rights, as defined by the Human Rights Act 1998? No</p> <p>Will it affect Children's Rights, as defined by the UNCRC (1992)? No</p>				

Section 03 | **Analysis of relevant data and/or undertake research**

Documents and data reviewed	we have reviewed incoming correspondence from stakeholders seeking cheaper residents' visitor parking and other amendments to the current parking arrangements, which has informed the parking programme. We are satisfied that there is no negative impacts borne out from the proposed parking projects programme.
New research	N/A

Section 04	Undertake and analyse consultation
Consultation	The 2012/13 parking projects programme does not include any CPZ consultations and therefore there will be no requirements to consult. However, officers will be following notification procedures to inform all stakeholders that are affected.
Analysis	The proposed schemes included in the report (most notably the introduction of the Smart Visitor Permit, de-cluttering of signs, car clubs and extending parking bays) have been requested by residents and some businesses via petitions and other correspondence so there is clear support for many of these schemes already.

Section 05	Analysis of impact and outcomes
Analysis	N/A

Section 06	Reducing any adverse impacts
Outcome of Analysis	N/A

Section 07	Action Plan
Action Plan	Action plan for implementation varies depending on each project, however, a summary of each project has been provided in the report. There is no action that needs to be taken to mitigate impacts on EQ groups as all these groups are likely to benefit rather than adversely impacted.

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Section 08	Agreement, publication and monitoring
Chief Officer sign-off	Name: Chris Bainbridge Position: Head Of Transport Planning Email: chris.bainbridge@lbhf.gov.uk Telephone No: 3354
Key Decision Report	Date of report to Cabinet/Cabinet Member: 18/07/2012 Confirmation that key equalities issues found here have been included: Yes
Opportunities Manager for advice and guidance only	Name: Carly Fry Position: Opportunities Manager Date advice / guidance given: 09/05/2012 Email: PEIA@lbhf.gov.uk Telephone No: 3430