

Equality Impact Assessment- Screening


The purpose of an Equality Impact Assessment is to ensure the Council:

- does not discriminate in the way it provides services and employment
- fulfils its duties as set out by the Equality Act 2010
- where possible, it does all it can to promote equality and good relations between different groups

Name of service / policy / project being assessed	Charging on Public Car Parks	Is this a new or existing service / policy / project?	Existing
Directorate	Economic Prosperity & Place		
Officers responsible for: a) Service / policy / project b) Completing EIA	a) Linda Collis b) Mike Parker		
Date	16/06/15		
What is the purpose and expected outcomes?	To review charging on some of the Council's car parks in the context of their function within the car park hierarchy and meeting the costs of administering, enforcing and maintaining them.		
Will there be any affect on other council procedures or strategies e.g. Corporate Plan or the <u>council's workforce</u> ?	No		
Are there any statutory requirements or implications?	To ensure any charges are in compliance with the Road Traffic Regulation Act 1984		
Are there any other organisations / bodies involved?	No		
Who are the main customer groups / stakeholders affected?	Visitors to the car parks		
What information / statistics / evidence are you using?	Internally analysed information from ticket machines within the car parks and Council budgetary information.		

What impact does the service / policy / project have on the nine protected characteristics as defined by the Equality Act 2010 – for definitions, please see overleaf.

1. Age	Positive/Negative - Neither <u>Evidence: The changes are not related to age of users</u>
2. Disability	Positive/Negative - Neither <u>Evidence: The changes do not impact on Blue Badge Holders</u>
3. Gender Reassignment	Positive/Negative - Neither <u>Evidence: The changes are not related to gender</u>
4. Marriage and Civil Partnership	Positive/Negative - Neither <u>Evidence: The changes are not related to marital status</u>
5. Pregnancy and Maternity	Positive/Negative - Neither <u>Evidence: The changes are not related to childbearing status</u>
6. Race	Positive/Negative - Neither <u>Evidence: The changes are not related to race</u>
7. Religion or belief	Positive/Negative - Neither <u>Evidence: The changes are not related to religion</u>
8. Sex	Positive/Negative - Neither <u>Evidence: The changes are not related to sex</u>
9. Sexual orientation	Positive/Negative - Neither <u>Evidence: The changes are not related to sexual orientation</u>
Other e.g. Deprivation, health inequalities, urban/rural divide, community safety.	None – there are no discriminatory impacts relating to these other issues

Conclusion No detrimental impact on equality	Is a full assessment required? NO
Signed 	Date 16/06/15
Agreed	Date

A full EIA is required if the initial screening has identified the service / policy / project is going to have the potential to cause adverse impact or discriminate against different groups in the community or the council's workforce.

Prior to the Equality Act 2010, there were 3 separate public sector equality duties covering race, disability and gender. The Equality Act 2010 replaced these with a new single equality duty covering the following protected characteristics:

Protected characteristics: definitions

Age - where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

Disability - a person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender reassignment - The process of transitioning from one gender to another.

Marriage and civil partnership - marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.

Pregnancy and maternity - pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race - It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion and belief - religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism).

Sex - a man or a woman.

Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.