

Equality Impact Assessment: *Parking Tariffs 2025*

The Equality Act 2010 includes a general duty which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- **Eliminate discrimination**, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- **Advance equality of opportunity** between people who share a relevant protected characteristic and people who do not share it.
- **Foster good relations** between people who share a relevant protected characteristic and those who do not

In order to comply with the general duty authorities must assess the impact on equality of decisions, policies and practices. These duties do not prevent the authority from reducing services where necessary, but they offer a way of developing proposals that consider the impacts on all members of the community.

Authorities which fail to carry out equality impact assessments risk making poor and unfair decisions which may discriminate against particular groups and worsen inequality.

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
Executive 24 June 2025	Parking Tariffs 2025	a) Increase car parking charges at all car parks by around 7%; b) To pass the transaction charge for using the Ringgo App to the user:	Race & Ethnicity: Changes proposed may have an impact on this particular protected characteristic, some car parks would be chargeable and enforceable.

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
		c) To move the following car parks from Zone 1 to Central Zone <ul style="list-style-type: none"> a. Howell Road; b. Triangle; 	<p>Region & Belief: Changes proposed may impact those who attend religious services across the city, they may have to pay to park in a nearby car park.</p> <p>Age: Changes proposed may impact on this particular protected characteristic. The cost to buy a parking permit may have a negative impact on those working in the city centre, including those working in entry-level positions or are retired may not be able to afford to park in the city.</p> <p>Pregnancy: Changes proposed may impact this protected characteristic if a pregnancy, maternity or baby club is located close to a car park that is proposed to become chargeable.</p>

Factors to consider in the assessment: For each of the groups below, an assessment has been made on whether the proposed decision will have a **positive, negative or neutral impact**. This must be noted in the table below alongside brief details of why this conclusion has been reached and notes of any mitigation proposed. Where the impact is negative, a **high, medium or low assessment** is given. The assessment rates the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

High impact – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

Medium impact – some potential impact exists, some mitigating measures are in place, poor evidence

Low impact – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
Race and ethnicity (including Gypsies and Travellers; migrant workers; asylum seekers).	N/A	Low	Changes proposed may have an impact on this particular protected characteristic, some car parks would be chargeable and enforceable.
Disability: as defined by the Equality Act – a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse impact on their ability to carry out normal day-to-day activities.	N/A	Low	Changes proposed does not have an impact on this particular protected characteristic.
Sex/Gender	N/A	Low	Changes proposed does not have an impact on this particular protected characteristic.
Gender reassignment	N/A	Low	Changes proposed does not have an impact on this particular protected characteristic.
Religion and belief (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).	N/A	Low	Changes proposed may impact those who attend religious services across the city, they may have to pay to park in a nearby car park.
Sexual orientation (including heterosexual, lesbian, gay, bisexual).	N/A	Low	Changes proposed does not have an impact on this particular protected characteristic.
Age (children and young people aged 0-24; adults aged 25-50; younger older people aged 51-75/80; older people 81+; frail older people; people living with age related conditions. The age categories are for illustration only)	Negative	Medium	Changes proposed may impact on this particular protected characteristic. The cost to buy a parking permit may have a negative impact on those working in the city centre, including those working in entry-level positions or are retired may not be able to afford to park in the city.

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
as overriding consideration should be given to needs).			
Pregnancy and maternity including new and breast feeding mothers	N/A	Low	Changes proposed may impact this protected characteristic if a pregnancy, maternity or baby club is located close to a car park that is proposed to become chargeable.
Marriage and civil partnership status	N/A	Low	Changes proposed does not have an impact on this particular protected characteristic.

Actions identified that will mitigate any negative impacts and/or promote inclusion

Clearly indicate with signage which car parks are now chargeable and enforceable.

Work with particular sectors and businesses located within the city centre to highlight Seasonal Parking Permits to businesses and employees, that there is a more affordable option, rather than buying a daily parking ticket.

When updating notice boards within car parks, highlight what parking fees pay for across the City Council.

Officer: Dave Hodgson

Date: 10 June 2025