



Equality Analysis Toolkit

Charges for Public Car Parking
For Decision Making Items

August 2018

Question 1 - What is the nature of and are the key components of the proposal being considered?

Introduction of charging for members of the public to use of LCC car parks.

Question 2 – Scope of the Proposal

Limited to car parks in the vicinity of County Hall Preston. i.e. Registrars, Lancashire Archives and Arthur St

Question 3 – Protected Characteristics Potentially Affected.

Could the proposal have a particular impact on any group of individuals sharing protected characteristics under the Equality Act 2010, namely:

- Age
- Disability including Deaf people
- Gender reassignment
- Pregnancy and maternity
- Race/ethnicity/nationality
- Religion or belief
- Sex/gender
- Sexual orientation
- Marriage or Civil Partnership Status

And also include, where possible, what information is available about these groups in the county's population or as service users/customers.

Arthur St Car park – No adverse impact expected

Archives Car Park – No adverse impact expected

Registrars Car Park – this impacts on a wide range of protected groups, but potentially those with the pregnancy and maternity protected characteristic and marriage or civil partnership protected characteristic could be expected to be more adversely impacted. The proposal will ensure charging model will favour short visits for the purpose of registering births / deaths Monday - Friday. This will help to ensure space is available and not taken by long stay parking and may actually assist these protected characteristics groups when using the Registrars Car Park.

Question 4 – Engagement/Consultation

How have people/groups been involved in or engaged with in developing this proposal?

We will carry out leaflet consultation with archive users to gain public opinion of proposals before they are finalised.

Question 5 – Analysing Impact

Could this proposal potentially disadvantage particular groups sharing protected characteristics and if so which groups and in what way? This pays particular attention to the general aims of the Public Sector Equality Duty which are:

- To eliminate unlawful discrimination, harassment or victimisation because of protected characteristics;
- To advance equality of opportunity for those who share protected characteristics;
- To encourage people who share a relevant protected characteristic to participate in public life;
- To contribute to fostering good relations between those who share a relevant protected characteristic and those who do not/community cohesion.

Charging model will be such that it should ensure there is availability of parking for service users as currently the space is abused by long term parking without enforcement.

Question 6 –Combined/Cumulative Effect

Could the effects of this proposal combine with other factors or decisions taken at local or national level to exacerbate the impact on any groups?

NO

Question 7 – Identifying Initial Results of Your Analysis

As a result of the analysis has the original proposal been changed/amended? If so please describe.

Continuing with the original proposal following consultation with senior managers in the relevant services and with the Equality and Cohesion Team. The registration service expressed some concern regarding clients registering a death who may be upset and therefore may be further upset paying for parking. Research has been undertaken and there is no evidence to be found which provides a benchmark that free parking is available elsewhere across the country. This matter has been discussed with an Equality and Cohesion Manager who advised that this should not be an issue in terms of the Equality Act 2010 so long as any charging arrangements were set at a reasonable level.

The Archives service are fully supportive of this approach.

However, a light touch consultation will be carried out to help develop the detail of the charging arrangements.

Question 8 - Mitigation

Will any steps be taken to mitigate/reduce any potential adverse effects of the proposal?

Mitigation measures will be considered following the consultation. However, it is anticipated that users of the Registrars and Archives Services may find it easier to park following the introduction of the charges as these spaces are often currently used by people parking for longer stays who do not use the Services.

Question 9 – Balancing the Proposal/Countervailing Factors

At this point you need to weigh up the reasons for the proposal – e.g. need for budget savings; damaging effects of not taking forward the proposal at this time – against the findings of your analysis. Please describe this assessment fully and fairly. It is important here to ensure that the assessment of any negative effects upon those sharing protected characteristics is full and frank. The full extent of actual adverse impacts must be acknowledged and taken into account, or the assessment will be inadequate. What is required is an honest evaluation, and not a marketing exercise. Conversely, while adverse effects should be frankly acknowledged, they should not be overstated or exaggerated. Where effects are not serious, this too should be made clear.

An updated assessment as to the impact on people with the protected characteristics will be undertaken following the light touch consultation. The changes that would be implemented are not changing any of the current facilities offered except for a charge being applied which would be applied fairly across all groups of users. The equality officer has advised that the impact, is expected to be negligible and is satisfied by the delivery of a light consultation / communication prior to implementation.

It is also anticipated that users of the Archives and Registrars Services may, in fact, find it easier to park following the introduction of the charges and the arrangements associated with them.

This proposal should also be seen in the light of the County Council's current financial position which anticipates a funding gap of approximately £135 million by 2022/23.

Question 10 – Final Proposal

In summary, what is the final proposal and which groups may be affected and how?

The final proposal will be to reinstate car park charges to members of the public for use of the Arthur Street car park in the evenings and at weekends.

A new charge for parking in the Archives and Registrars car park will be introduced for members of the public utilising these services at all times.

A consistent charge, in line with other city centre car parks and in consultation with occupying service, will be levied for all groups and users of the facility. Whilst it is possible that those with the pregnancy and maternity and marriage or civil partnership protected characteristic may feel more adversely impacted, it is anticipated that this may be offset by increased availability of spaces on a shorter use basis.

Question 11 – Review and Monitoring Arrangements

Describe what arrangements will be put in place to review and monitor the effects of this proposal?

Following the implementation the utilisation and impact of the changes will be monitored by the FM service and periodic reviews will be undertaken to ascertain the impact of the change on service delivery at Registrars and Archives.

Signing Off

This should be done by the person completing the Equality Analysis and on occasions may also include the member of the equality and Cohesion Team if they have had a significant input into the Analysis.

It should be endorsed by a relevant Line Manager or Service Head.

Cabinet Member decisions should also be signed off by the responsible Cabinet Member or Director at the end of the process.

Equality Analysis Prepared By Andrew Clarkson

Position/Role Principal Facilities Manager

Equality Analysis Endorsed by Line Manager and/or Service Head Clare Joynson

Decision Signed Off By

Cabinet Member or Director

Please remember to ensure the Equality Decision Making Analysis is submitted with the decision-making report and a copy is retained with other papers relating to the decision.

For further information please contact

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