

Equality and Welsh Language Impact Assessment

Finance Ref no. Car Parking (April 2015) – Reviewed May 2016

Summary

1. Name of Proposal/policy:
Flintshire Parking Strategy 2015
2. Directorate/Section:
Streetscene and Transportation
3. Lead Officer:
Stephen O Jones
4. Main Aims/purposes/outcomes of the policy:
Introduce Pay and Display Parking within Flintshire County Council owned public car parks to improve the vibrancy and vitality of town centres.
5. Have employees/ service users/public been engaged/consulted on proposed changes:
Yes – Online consultation with the public and Member and Town/Community Council workshops.
Scrutiny workshops
Local member ‘drop in’ events to aid understanding
6. What is being done to limit any negative impact or promote positive impact on Welsh language and/or protected groups (See section 2):
All communications, parking machine instructions and car park signage will be bilingual
7. How will the proposals help promote equality, eliminate discrimination and promote good relations:
The policy will be applied equally throughout Flintshire County Council ensuring consistency with enforcement approach. The improved use of the car parks will improve the vibrancy and vitality of town centres to support the local community
The new arrangement will ensure car parking is available for all groups including disabled users
8. Is there an action plan in place?
YES – an action plan to phase the introduction of Pay and Display charging throughout the authority has been agreed by the Councils Cabinet

A communication plan has been adopted to inform communities of the changes.

Name: S Jones

Signature:

A handwritten signature in black ink, appearing to be 'S Jones', with a long horizontal line extending to the right.

Job Title: Chief Officer – Streetscene and Transportation

Equality and Welsh Language Impact Assessment Template

The aim of an equality and Welsh impact assessment (E & WLIA) is to ensure that policies help to promote equality and Welsh language. The E & WLIA contributes to effective policy making by providing an opportunity to minimise risk and maximise the benefits of a policy, therefore ensuring we have the best possible policy in place. It also helps us to meet our requirements under the general equality duties of the Equality Act 2010 and Welsh Language Act 1993. **Throughout this document we use the word 'policy' to refer to what we are assessing. In this context, the term includes the different things that we do, including strategies, functions, procedures, practices, decisions, initiatives and projects.**

All E & WLIAs should consider the potential impact of policies in respect of all areas of equality and Welsh language including human rights and socio economic issues. When carrying out an assessment you should consider negative and positive consequences of your proposals. Our approach to E & WLIAs will help us to strengthen our work to promote equality and Welsh language. It will also help to identify and address any potential discriminatory effects before introducing a policy and reduce the risk of potential legal challenges. When carrying out an E & WLIA you should consider both the negative and positive consequences of your proposals

If a project is designed for a specific group, you also need to think about what potential effects it could have on other areas of equality. Further advice, guidance and training is available and should be used when conducting E & WLIAs.

1. Data Collection and Evidence

<p>What evidence e.g. data, research , results of engagement and consultation have you used to consider how this policy might affect:-</p> <p>i) people with protected characteristics</p> <p>ii) opportunities for individuals/communities to use the Welsh language</p> <p>Please link to any relevant documents. Describe who you engaged with and the results? (It is a statutory requirement to engage with people with protected characteristics).</p>	<p>1) Online consultation with the public and Member and Town/Community Council workshops were undertaken to provide feedback on the proposals. Continued feedback to be received for annual review of the policy.</p> <p>Consultations with representative groups from those with protected characteristics have taken place. A record of discussions was kept and there were no issues raised</p> <p>2) All communications will be bilingual</p> <p>All signage and ticket machine will be bilingual</p>
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What additional research, data or consultation is required to fill any gaps in understanding the effects of the policy?	<p>Working in partnership with other authorities who introduced car parking charges to adopt best practice.</p> <p>Review of Welsh Government advice in respect of impact on town centre trade has been considered.</p>
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2 Assessment of impact and strengthening policy

This section asks you to assess the impact of the policy on each of the protected groups and the Welsh language.

Using the information available, identify the effects on this policy on the following groups

Please indicate impact						
	+ive impact Y/N	-ive impact Y/N	No impact Y/N	How is the group affected and what is the evidence?	How could you limit the negative impact	How can you promote positive impact ¹
Age <i>(across the whole age spectrum)</i>		Y		Young or elderly people may have difficulty paying the charge	Car parking charges are minimal	Provide better car parking facilities form revenue. Improve lighting / security etc

¹ What measures does the policy include to help promote equality and Welsh language, eliminate discrimination and promote good relations?

Disability		Y		<p>Blue badge holders not parking in a disabled bay must pay the relevant charge</p> <p>Disabled persons may have difficulty accessing Pay and Display machines</p>	<p>Provide ample disabled bays within each car park. Continually review provision</p> <p>Ensure P&D machines are accessible to all</p>	Providing free parking in disabled bays for blue badge holders will encourage use and protect the availability of spaces
Gender Reassignment (GR)			N	No detrimental impact	N/A	N/A
Marriage and civil partnership (M&CP)			N	No detrimental impact	N/A	N/A
Pregnancy and maternity (P&M)	Y			Parking charges will free spaces in short stay Town Centre car parks ensuring good accessibility for pregnant ladies and users with small children	N/A	N/A
Race			N	No detrimental impact	N/A	N/A

Religion / Belief			N	No detrimental impact	N/A	N/A
Sex (<i>Men, women, boys ,girls</i>)			N	No detrimental impact	N/A	N/A
Sexual Orientation (SO)			N	No detrimental impact	N/A	N/A
Welsh Language			N	No detrimental impact All signage and instructions on P&D machines will be bilingual	N/A	N/A
Other <i>poverty</i>		Y		Those living in poverty may find paying for parking places difficult	Car parking charges are set at a minimal level and some off street parking will be available in most towns	

If no action is taken to remove or mitigate/negative./adverse impact please justify why	Action taken to mitigate any impact on Disabled users Usage levels will be monitored over the first year and recommendations made on the charging levels. The initial charge level has been set at a minimal level (20p) to encourage usage and so as not to put any particular group at a disadvantage
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4. Procurement

Is this policy due to be carried out wholly or partly by contractors? If yes, please set out what steps you will take to build into all stages of the procurement process the requirement to consider the equality duties and Welsh language Act. You will need to think about: <ul style="list-style-type: none"> • tendering and specifications • awards process • contract clauses • performance measures, and monitoring and performance measures. 	Procurement required for purchase of P&D machines only – followed corporate procurement regulations which fully consider the equality duties and Welsh language Act.
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5. Monitoring, Evaluating and Reviewing

How will you monitor the impact and effectiveness of the	Annual review to be undertake on impact of introducing
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<p>new policy?</p> <p>This could include adaptations or extensions to current monitoring systems, relevant timeframes and a commitment to carry out an E & WLIA review once the policy has been in place for one year. List details of any follow-up work that will be undertaken in relation to the policy (e.g. survey, specific monitoring process etc).</p>	<p>Pay and Display parking. Feedback form town / community councils. Feedback via complaint / comments. Review of income and expenditure via budget monitoring.</p>
<p>Give details of how the results of the impact assessment will be published, including consultation results and monitoring information if applicable.</p> <p>Summaries of the results of all impact assessments will be published on the Council's website. You could also publish them in other relevant media.</p>	<p>The Equalities Impact Assessment will be published on the Councils Website</p> <p>The outcome of the annual review will be presented to the Councils Cabinet and Scrutiny Committee on completion. All minutes and agendas for these meetings will be available on the Councils website</p>

6. Action Plan

The below provides an opportunity to state how any negative impact will be mitigated. It also allows you to list how you will tackle any gaps in the policy. Look back through steps 1 – 7 of the E & WLIA and include any identified actions in the plan below. Ensure that each action is listed with a target date and assigned to a named member of staff. **These actions should be incorporated in to Service plans.**

Action	Responsible Officer	By When	Progress
Provide ample disabled bays within each car park. Continually review provision	R Cartwright	At Annual review	
Young or elderly people may have difficulty paying the charge. Monitor usage levels and review charge	R Cartwright	At Annual review	

7– Sign-Off

The final stage of the E & WLIA is to formally sign off the document as being a complete, rigorous and robust assessment

The policy has been fully assessed in relation to its potential effects on equality and all relevant concerns have been addressed.

(Once you have completed the E & WLIA sign the below and forward to the Equalities representative)

Members of the assessment Team

Name	Job Title	Organisation
S Jones	Chief Officer – Streetscene and Transportation	FCC
H Mitchell	Service Manager – Waste and Ancillary Services	FCC

Quality check: Document has been checked by:

Name:
Job title:
Service:
Date:
Signature:

Chief Officer level (sign-off)

Name: S Jones
Job title: Chief Officer
Portfolio: Streetscene and Transportation
Date: April 2015
Signature:

Update May 2016 following 12 review of service introduction.

A full review of the service has been undertaken and a full report will be presented to the Environment Overview and Scrutiny Committee in June 2016 before submission to cabinet for final approval.

Finding in respect of EIA review.

1. Provide ample disabled bays within each car park. Continually review provision – No issues reported although the number of spaces available will be constantly monitored.
2. Young or elderly people may have difficulty paying the charge. Monitor usage levels and review charge. Usage levels at or above expected level at the majority of car parks and the charging level is set at a minimal level which should remain
3. The provision of dedicated spaces for parents with young children has been requested and the option will be considered.

Reviewed by S Jones (May 2016)

Please forward completed documentation to Steph Aldridge, Policy and Performance, County Hall, Mold. stephanie.aldridge@flintshire.gov.uk