

Equality Impact Assessment Form

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1. Document Control

1. Control Details

Title:	The Workplace Parking Levy
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Strategic Budget EIA: Y/N	No
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2. Document Amendment Record

Version	Author	Date	Approved
V5.0	Nigel Hallam	22/10/18	

3. Contributors/Reviewers

Name	Position	Date
Nigel Hallam	Workplace Parking Levy Service Manager	22/10/18

4. Glossary of Terms

Term	Description

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2. Assessment

1. Brief description of proposal / policy / service being assessed

The Workplace Parking Levy (WPL) is a congestion charge and is intended to help reduce the growth in congestion across the city, as well as generating a revenue stream for the funding of major transport infrastructure schemes such as NET Phase Two (tram extension) and other accessible transport provisions.

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2. Information used to analyse the effects on equality:

Information used to analyse the effects on equality (summarised later in this assessment)

- Relevant legislation and guidance - Transport Act 2000, City of Nottingham Workplace Parking Levy Order 2008
- Business case for WPL including summary of initial equality impact assessment (2008)
- Discussions as part of development of scheme regards WPL proposal (2000 to present)
- Formal public consultation in July 2007 to seek views on both the principle of introducing a WPL scheme (as opposed to a range of alternative options), and on the detail of the proposed WPL scheme. Total of 2,485 responses received from a diverse range of

citizens and groups including Disability, Faith, Charity, Community and Minority groups.

- Findings of one week non-statutory “Examination In Public” of the proposals as part of the consultation exercise (drawing together previous discussions and consultation)
- Public consultation around the Council’s first and second Local Transport Plans (“LTP1” and “LTP2”) , 2000 -2010 and Equality impact assessment of Local Transport Plan (2011)
- Department for Transport Impact Assessment of Workplace Parking Levy Regulations (2009)

3. Impacts and Actions:

screentip-sectionD	Could particularly benefit X	May adversely impact X
People from different ethnic groups.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Men	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Women	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Trans	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Disabled people or carers.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy/ Maternity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
People of different faiths/ beliefs and those with none.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Lesbian, gay or bisexual people.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Older	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Younger	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults).	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<i>Please underline the group(s) /issue more adversely affected or which benefits.</i>		

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How different groups could be affected
(Summary of impacts)

The WPL only applies to employers who provide workplace parking within Nottingham City Councils administrative boundary.

Based on extensive public consultation and other information, a number of issues relevant to equality have been identified.

WPL could potentially have a positive impact (improving equality and opportunity) in respect of a protected characteristic for the following groups:

- Race – majority of local ethnic minority businesses are small businesses so could particularly benefit from the small business exemption
- 1. Women, maternity and pregnancy – women and parents of young children could particularly benefit from development of safer, more accessible public transport (the new tram services are frequent, punctual, well-lit, have level access & CCTV coverage).
- 2. Disabled people or carers – would particularly benefit from more accessible public transport. The new tram services are frequent, punctual, well-lit, have level access & CCTV coverage), funding of Link buses that help older and disabled people and redeveloped railway station hub that makes it easier to travel around Nottingham. May particularly benefit from reduced pollution due to less road congestion as a result of WPL (for example people with asthma).
- Sexual orientation and transgender people – LGBT people

[screenip-sectionF](#)

Details of actions to reduce negative or increase positive impact
(or why action isn't possible)

Policy has been developed to address potential equality impact as follows:

- Employers receive 100% discount for WPL places occupied by disabled blue badge holders
- Blue badge discount publicised in WPL handbook so local employers are informed to apply for it
- Exemption made for businesses with small number of parking spaces (which will benefit small local businesses including most local ethnic minority businesses)
- Exemption made for unpaid volunteers working for registered charities
- Funding from WPL is ring-fenced for public transport accessibility improvements that will benefit protected groups (link buses; tram development) to maximise positive impact
- Advice and assistance is available for employers to consider ways to reduce their workplace parking including developing travel plans for employees, for example to help vulnerable groups, parents/carers and those on low incomes, for example through car sharing, sharing parking spaces and concessions for certain groups of staff. Grants are available for cycling infrastructure and electric charging points to improve air quality to benefit all

Beyond this, other actions have been taken which will meet the needs of different groups for people needing to, or seeking to use public transport as an alternative to car travel:

- the Council and its partners have ongoing programmes which are

<p>may particularly benefit from development of safer public transport (such as frequent, punctual, well-lit & CCTV covered tram service).</p> <ul style="list-style-type: none"> • Older and younger people – may particularly benefit from improved public transport (tram links funded by WPL provide routes to Clifton which has high proportion of older people and Nottingham Trent University students). May particularly benefit from improved road safety due to reduced road congestion as a result of WPL. • Race, disability, women, low-income households – these groups tend, on average, to have lower rates of car ownership and use public transport more frequently so they may particularly benefit from the improvements WPL has funded. 	<p>reducing crime, improving lighting and ensuring safety on public transport (for example through the actions set out in the City’s Respect for Transport Programme)</p> <ul style="list-style-type: none"> • wide ranging improvements have been made to the public transport system in Nottingham through the First Local Transport Plan (LTP1) to ensure there are good quality public transport options for those who would need to use them including NET Line One (tram) which has added substantial new public transport capacity; the ‘Turning Point’ which is reducing the barrier effect of the Inner Ring Road, improving conditions for bus users, and safety for pedestrians, while enhancing interchange; introduction of new bus lanes and bus priority measures; integrated rail/tram station in Hucknall; improved Bulwell Interchange; introduction of the ‘Robin Hood’ integrated bus ticket; 1,400 bus stops were upgraded; upgrading of Beeston Bus Station; and introduction of the ‘Link’ Bus network. <p>The Council has considered a number of alternative funding sources to fund public transport improvements but these are not viable either because they would require primary legislation, result in a significant increase to Council Tax which would be unacceptable to central Government, or mean that only City residents were paying, whereas over half the commuters live outside the City boundary. Other local sources such as planning gain, and land and asset sales, could make a contribution but they would not guarantee sufficient funding.</p>
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4. Outcome(s) of equality impact assessment:

<input checked="" type="checkbox"/>	No major change needed	<input type="checkbox"/>	Adjust the policy/proposal
<input type="checkbox"/>	Adverse impact but continue	<input type="checkbox"/>	Stop and remove the policy/proposal

5. Arrangements for future monitoring of equality impact of this proposal / policy / service:

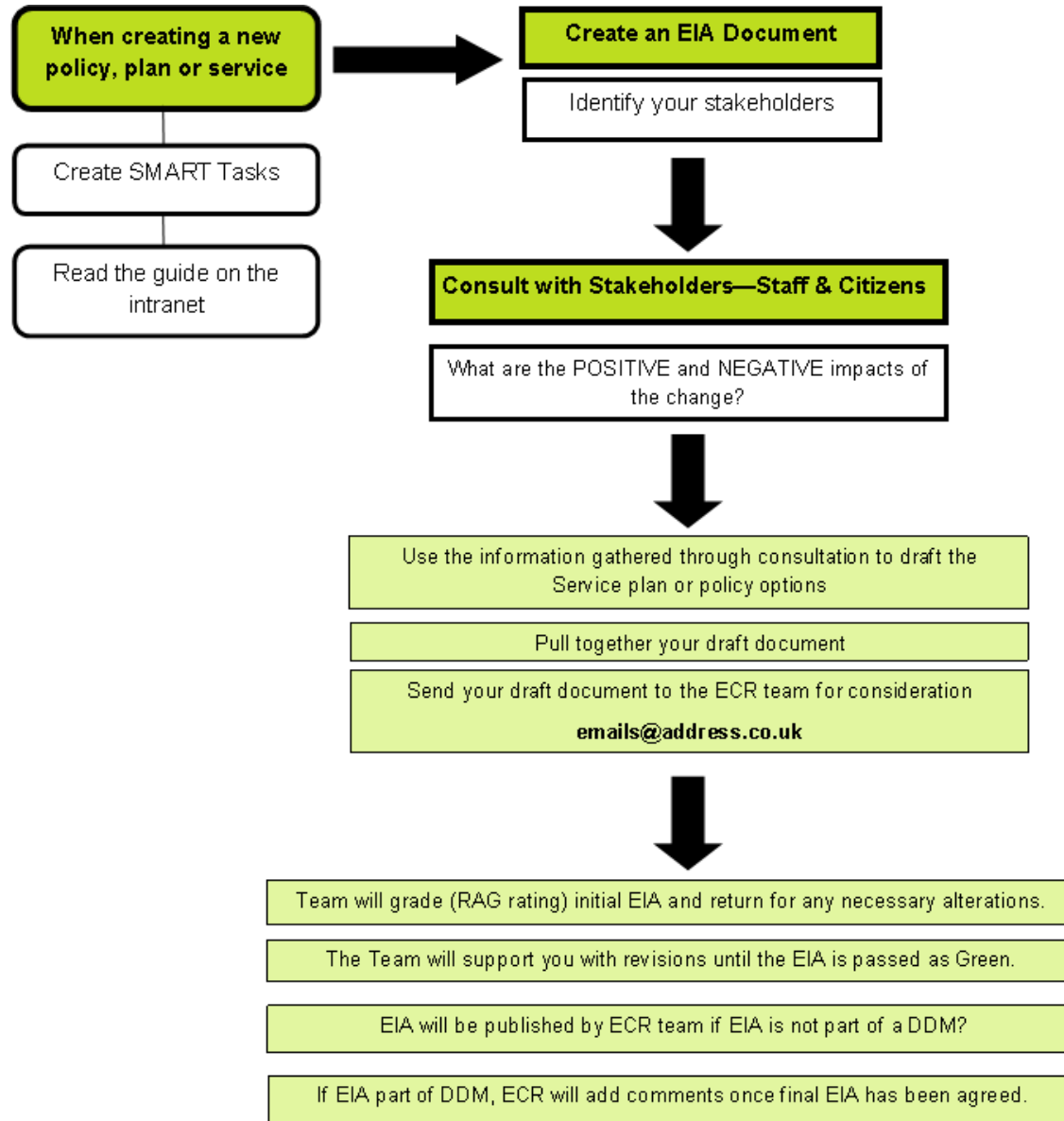
Equality Impact Assessment to be formally reviewed in November 2019

6. Approved by (manager signature) and Date sent to equality team for publishing:

Approving Manager: 24/10/18 Nigel Hallam 0115 8765653 nigel.hallam@nottinghamcity.gov.uk The assessment must be approved by the manager responsible for the service/proposal. Include a contact tel & email to allow citizen/stakeholder feedback on proposals.	Date sent for scrutiny:24/10/18 Send document or Link to: <u>equalityanddiversityteam@nottinghamcity.gov.uk</u>
SRO Approval:	Date of final approval:1/11/18 Adisa Djan

Before you send your EIA to the Equality and Community Relations Team for scrutiny, have you:

1. Read the guidance and good practice EIA's
<http://intranet.nottinghamcity.gov.uk/media/1924/simple-guide-to-eia.doc>
2. Clearly summarised your proposal/ policy/ service to be assessed.
3. Hyperlinked to the appropriate documents.
4. Written in clear user-friendly language, free from all jargon (spelling out acronyms).
5. Included appropriate data.
6. Consulted the relevant groups or citizens or stated clearly, when this is going to happen.
7. Clearly cross-referenced your impacts with SMART actions.



KEY
EIA— Equality Impact Assessment
ECR— Equality & Community Relations Team
DDM—Delegated Decision Making