



## LONDON BOROUGH OF HAVERING EQUALITY ANALYSIS

### Revision of On-Street Pay & Display Parking Tariffs

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#### SCOPE OF PROPOSAL

**1. What is the scope and intended outcomes of the activity being assessed; in terms of both the Council's organisation and staffing, and services to the community?**

**1 (a) Organisation and Staffing**

No specific impact is immediately anticipated upon the organisation and staffing. However, the effective reduction in the cost of on-street parking will result in increased usage and that will necessitate an increase in the frequency of cash collection operations undertaken by Traffic & Parking Control Officers. Not to do so will increase the risk of vandalism and theft. It should be noted that the recent rapid expansion of on-street pay and display schemes has moved to the limit the capability of existing staffing levels to manage the safe, secure and regular collection of cash from the number of on-street pay and display machines in situ. It necessarily follows that increased levels of collection will be required as a direct impact of the proposals contained within the report and it will be necessary to seek additional staff resources to achieve the same.

**1 (b) Services to the Community**

The proposal to harmonise on-street pay and display parking tariffs as set out in the report will provide customers with a significant additional benefit and value for money. The change will not have any material effect on the services provided to the public by Traffic & Parking Control to the Community but may, as previously detailed, place pressure upon staff to meet the increased demands of cash collection brought about directly by the proposals set out in the report.

The current Parking Management Strategy, which dates from May 2007, sets out a robust and holistic aim to support to business vitality, tackle congestion and provide safe, clean and accessible parking provision that continually and dynamically meets the needs of the Community as a whole.

The harmonisation proposal demonstrates the holistic dynamism required to mitigate the socio-economic impacts of the current domestic and international economic crisis. That situation reduces itself to basic situations such as many citizens now seeking to manage their finances on a more day to day basis and so shop more frequently, rather than the bulk weekly or bi-weekly shop where cost is less easy to control. Many of those individuals are choosing to undertake such frequent shopping more locally and in doing so

help the viability of local businesses. Such local shopping also supports ancillary businesses in those local areas that provide valuable local services, and who, along with core retail outlets, are significant employers of local people, especially those who need the flexibility of local work due to child or other caring responsibilities, and indeed those who choose to work part time as it helps with the management of a disability, or other health issue, that would ordinarily make fulltime and non-local working very difficult to manage.

## PEOPLE AFFECTED

### 2. Which individuals and groups are likely to be affected by the activity?

#### 2 (a) Staff Individuals and Groups

As already noted there will be a negative impact upon staff undertaking the cash collection but that is an issue that can be mitigated. Council officers undertaking their duties and using on-street parking facilities in pursuit of Council business will pay less to park on-street. This will mean that the parking charges legitimately reclaimed by staff will reduce. This will be an advantage to the Council but the value is not estimable. Conversely, where the Council saves money in having to reimburse less parking fees it loses out on the level of income from pay and display facilities due to the reduction of on-street parking charges.

Those in the community who are considered to form groups, those with protected characteristics, will positively benefit from the proposals, additionally; those groups not considered to have protected characteristics, such as the unemployed, those on a fixed income or on a low income, will also benefit from the proposals by having access to cheaper on-street parking facilitation.

Local traders will be positively impacted as it will be more cost effective for their customers to shop at their establishments.

#### 2 (b) Community Individuals and Groups (*including voluntary organisations*)

As already noted elsewhere in this document, aside the potential increase cash collection frequency and the negative impact that will have upon staff, there will be no negative impact upon customers, community individuals or groups arising from the proposal.

## DATA AND INFORMATION

### 3. What data/information do you have about the people with 'protected characteristics' (age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sexual orientation) or other socio-economic disadvantage (e.g. disabled and part-time workers, low income and/or lone parents (mothers and fathers), looked-after children, other vulnerable children, families and adults) among these individuals and groups? What information do you have about how they will be affected by the activity? Will you be seeking further information in order to assess the equalities impact of the activity? How is this information being used to influence decisions on the activity?

### 3 (a) Staff

#### London Borough of Havering Workforce Equality Data

Disability		
	%	No.
Yes	1.83%	46
Not Declared	95.08%	2396
No	3.10%	78

Gender		
	%	No.
Female	67.98%	1713
Male	32.02%	807

### 3 (b) Community

The Council holds data and information relating to citizens deemed to be those with protected characteristics and also those at socio-economic disadvantage. As already noted previously in this document the proposal is one that will provide the whole range of customers across the community with additional value for money through the reduction of on-street parking charges. Understanding the needs of those deemed to have protected characteristics, and those in the wider community, the proposed reduction of on-street parking fees therefore equally impacts positively upon all those in the community. Because of the positive impact of the proposal on the whole of the community it is not considered appropriate to seek further information in order to further assess the impact of the proposal.

#### CONSULTATION

4. **If no data and information is available about the groups likely to be affected by the activity, how would you inform your EA? Will you be considering carrying out some consultation to inform your EA?**

#### 4 (a) Staff

Staff who manage the cash collection process have been informally consulted on the proposal. This group is considered to be the only group that will be negatively impacted by the proposal; however, staff are satisfied that there are actions that can be quickly taken by the Council to mitigate any negativity.

**4 (b) Community**

No specific consultation with the community is anticipated as there are no direct or indirect negative impacts to any individual or group in the community or community groups.

**LIKELY IMPACT**

**5. Based on the collected data and information, what will be the likely impact of the activity on individuals and groups with protected characteristics or other socio-economic disadvantage?**

**5 (a) Staff**

It has been documented elsewhere in this document what the impact upon staff is likely to be. Aside that which has already been noted there are no other negative impacts.

**5 (b) Community**

No specific community impact is anticipated. There are no direct or indirect impacts to any individual in the community or community groups.

**6. What is the likely impact on arrangements for safeguarding children and/or safeguarding vulnerable adults?**

**6 (a) Vulnerable children**

No impact is envisaged

**6 (b) Vulnerable adults**

No impact is envisaged

**PREVENTING DISCRIMINATION**

**7. If any negative impact is identified, is there a way of eliminating or minimising it to reasonable level? If not, how can the negative impact be justified?**

**7 (a) Staff**

The previously noted negative impact upon staff can be mitigated and that mitigation will be actioned in the event of the negative construct becoming apparent.

**7 (b) Community**

No specific community impact is anticipated. There are no direct or indirect negative impacts to any individual in the community or community groups.

**PROMOTING EQUALITY**

**8. How will the activity help the Council fulfil its legal duty to advance equality of opportunity in the way services are provided?**

**8 (a) Staff**

The proposal does not impact upon equality in the workforce, however the report and this document demonstrate to staff the serious consideration given the equality duty of the Council in considering the impacts of all proposals even when they are considered, such as with this proposal, to be positive in providing additional benefit and equality to all customers in our community.

**8 (b) Community**

No specific negative community impact is anticipated to any individual in the community or community groups. However, the Council's process herein will be seen by those in community as having considered and promoted equality issues actively even though the proposal will deliver only positive impacts to the wider community.

**SPECIFIC NEEDS**

**9. What actions will you be taking in order to maximise positive impact and minimise negative impact from the activity?**

**9 (a) Staff**

Once the proposal is implemented staff performance will be monitored and reviewed to ensure that objectives are being met and risk kept at a minimum level. The monitoring and review of performance will quickly identify any issues for which a planned mitigation strategy can be initiated.

**9 (b) Community**

No specific negative community impacts are anticipated as there are no direct or indirect impacts upon any individual in the community or community groups as a result of the proposal. However, the monitoring of the changes will include keeping under constant review the changes to ensure the positive that underpins the proposal is continually maintained.

**MONITORING AND REVIEW**

**10. Once implemented, how often do you intend to monitor the actual impact of the activity?**

**10 (a) Staff**

The proposed changes will be monitored through a specific performance monitoring exercise and more widely through the employee PDR process.

**10 (b) Community**

No specific negative community impacts are anticipated as there are no direct or indirect impacts to any individual in the community or community groups. However, the changes will be monitored for any change in the positive impacts upon the local community that the proposal is considered to deliver.

## **SIGN OFF AND PUBLICATION**

- 11. When completed, the Equality Analysis needs to be signed off by the Head of Service. Once signed off, it should be forwarded to the Directorate Equality Analysis Web administrator to publish it on the council's website.**

**HEAD OF SERVICE**

**Name:**

**Date:**

**Signature:**