

Equality Impact Assessment (EIA)

Before completing this form, please refer to the supporting guidance documents which can be found on the equality page of the intranet. The page also provides the name of your Corporate Equality Group member should you need any additional advice.

Equality Impact Assessments (EIAs) are a planning tool that enable us to build equality into mainstream processes by helping us to:

- consider the equality implications of our policies (this includes criteria, practices, functions or services - essentially everything we do) on different groups of employees, service users, residents, contractors and visitors
- identify the actions we need to take to improve outcomes for people who experience discrimination and disadvantage
- fulfil our commitment to public service.

The level of detail included in each EIA should be proportionate to the scale and significance of its potential impact on the people with protected characteristics.

This assessment may be published on the Authority’s website as part of a Council or Cabinet Report. It can also be requested under the Freedom of Information Act 2000 and can be used as evidence in complaint or legal proceedings.

Proposal details

1. Name of the policy or process being assessed	North Tyneside Parking Strategy	
2. Version of this EIA (e.g. a new EIA = 1)	1	
3. Date EIA created	23/06/2022	
	Name	Service or organisation
4. Principal author of this EIA	Samantha Lacy John Cram	Capita North Tyneside Council
5. Others involved in writing this EIA <i>EIAs should not be completed by a sole author. Think about key stakeholders and others who can support the process and bring different ideas and perspectives to the discussion.</i>	Andrew Flynn Nicholas Saunders	North Tyneside Council Capita

6. What is the purpose of your proposal, who should it benefit and what outcomes should be achieved?

In October 2021, Cabinet approved the revised North Tyneside Transport Strategy. The Transport Strategy explains our transport vision and is used to: shape our future decisions, influence sub-regional, regional and national issues, support future funding bids for transport-related projects or initiatives and support the implementation of the North Tyneside Local Plan. The revised Transport Strategy contained a commitment to update, where appropriate, the specific strategies and plans which fit within the context of the Transport Strategy.

The Parking Strategy comes under the umbrella of the Transport Strategy. It seeks to benefit all users of the borough’s highway network, including those who may benefit indirectly, e.g. from benefits to the local economy through effective management of parking provision in town and district centres, or who experience improved local amenity from the introduction of parking restrictions where these meet the criteria set out in the strategy.

7. Does this proposal contribute to the achievement of the Authority’s public sector equality duty? Will your proposal:

Write your answers in the table

Aim	Answer: Yes, No, or N/A	If yes, how?
Eliminate unlawful discrimination, victimisation and harassment	No	
Advance equality of opportunity between people who share a protected characteristic and those who do not	Yes	The approach set out in the Parking Strategy will contribute to advancing equality of opportunity between people with a disability and those who do not by ensuring that appropriate procedures are in place as part of parking management, e.g. by setting out clear criteria for dealing with requests for the provision of disabled parking bays, providing a permit for professional carers and on a case-by-case basis looking at individual carer needs.
Foster good relations between people who share a protected characteristic and those who do not	No	

Evidence Gathering and Engagement

8. What evidence has been used for this assessment?

In developing the Parking Strategy we have used evidence from a range of sources, including national statistics and regional and local data, details of which are set out in the Transport Strategy Annual Report which is presented to Cabinet each year, usually in July or August. We have also used evidence from various forms of ongoing engagement activities as described in section 9.b. The data obtained as part of the 2011 census shows that 20.6% of North Tyneside's population has a disability or long-term health condition that affects their day-to-day activities. When submitting disability and carers requests, the applicants inform us of their specific needs which are considered when developing a parking solution.

9.a Have you carried out any engagement in relation to this proposal?

Yes - please complete 9b	√
No	

9.b Engagement activity undertaken	With	When
Consideration of correspondence and other feedback received through enquiries from members, residents and businesses	Community	Ongoing to date
Survey and focus workshops	Members	November 2021
Presentation of proposals	Overview, Scrutiny and Policy Development Committee	13 June 2022

9. Is there any information you don't have?

		Please explain why this information is not currently available
Yes - please list in section A of the action plan at Q13		
No	√	

Analysis by protected characteristic

	A	B	C
11. Protected characteristic	Does this proposal and how it will be implemented have the <u>potential</u> to impact on people with this characteristic? (Answer – Yes or No)	If ‘Yes’ would the <u>potential</u> impact be positive or negative? (Answer – positive or negative)	Please describe the <u>potential</u> impact and the evidence (including that given in Q8 and 9) you have used
All Characteristics			
Sex – male or female	No		
Pregnancy and maternity – largely relates to employment, but also to some aspects of service delivery e.g. for breastfeeding women	No		

Age – people of different ages, including young and old	No		
Disability – including those with visual, audio (BSL speakers and hard of hearing), mobility, physical, mental health issues, learning, multiple and unseen disabilities	Yes	Positive	The revised Parking Strategy is anticipated to have a positive impact on this characteristic. It sets out clear criteria for requests for parking measures. In relation to requests for disabled bays, the revised strategy will allow equivalent proof of disability to be accepted, rather than solely requiring proof of receipt of the Higher Rate mobility component of the Government’s Disability Living Allowance: as such it provides greater flexibility for the Authority to consider requests. More widely, the revised strategy provides for the specific needs of people with disabilities and their carers to be considered when developing a parking solution.
Gender reassignment - includes trans, non-binary and those people who do not identify with or reject gender labels	No		
Race – includes a person’s nationality, colour, language, culture and geographic origin	No		
Religion or belief – includes those with no religion or belief	No		
Sexual orientation – includes gay, lesbian,	No		

bisexual and straight people			
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Marriage and civil partnership status - not single, co-habiting, widowed or divorced– only relates to eliminating unlawful discrimination in employment	No		
Intersectionality - will have an impact due to a combination of two or more of these characteristics	Yes		

If you have answered **'Yes'** anywhere in column A please complete the rest of the form, ensuring that all identified negative impacts are addressed in either Q12 'negative impacts that cannot be removed' or Q13 'Action Plan' below

If you have answered **'No'** in all rows in column A please provide the rationale and evidence in the all characteristics box in column C and go to Q14 'Outcome of EIA'.

12.a Can any of the negative impacts identified in Q11 not be removed or reduced?

Yes - please list them in the table below and explain why	
No	✓

12.b Potential negative impact	What alternative options, if any, were considered?	Explanation of why the impact cannot be removed or reduced or the alternative option pursued.
-	-	-

Action Planning

13. Action Plan	Impact: (Answer remove or reduce)	Responsible officer (Name and service)	Target completion date
Section A: Actions to gather evidence or information to improve NTC's understanding of the potential impacts on people with protected characteristics and how best to respond to them (please explain below)		Samantha Lacy, Capita	August 2023
Evidence and information is gathered as part of the preparation of the Transport Strategy Annual Report. This will also inform the monitoring and review of the implementation of the Transport Strategy and its subsidiary strategies.			
Section B: Actions already in place to remove or reduce potential negative impacts (please explain below)	-	-	
Not applicable			
Section C: Actions that will be taken to remove or reduce potential negative impacts (please explain below)	-	-	-
Not applicable			
Section D: Actions that will be taken to make the most of any potential positive impact (please explain below)		Samantha Lacy, Capita	Ongoing
Evidence and information which is gathered as part of the preparation of the Transport Strategy Annual Report can be used to identify opportunities to make the most of any potential positive impact as part of the development of transport plans and programmes.			
Ensure that North Tyneside Carers is made aware of flexible arrangements, and that this information is publicised on the North Tyneside Council website.			
Section E: Actions that will be taken to monitor the equality impact of this proposal once it is implemented (please explain below)		John Cram, Regeneration and	August 2023

		Economic Development	
Monitoring of the equality impact of the Parking Strategy will be carried out as part of the preparation of the Transport Strategy Annual Report, which involves the gathering and analysis of relevant data and applying this to the future development of transport plans and programmes.			
Section F: Review of EIA to be completed		Samantha Lacy, Capita	Aug 2026

14. Outcome of EIA

Based on the conclusions from this assessment:

Outcome of EIA	Tick relevant box	Please explain and evidence why you have reached this conclusion:
The proposal is robust, no major change is required.	✓	Identified potential impacts are positive
Continue but with amendments		
Not to be pursued		

Now send this document to the [Corporate Equality Group member for your service](#) for clearance.

Quality assurance and approval

Questions 15-18 are only for completion by the Corporate Equality Group Member for your service

15. Do you agree or disagree with this assessment?	Agree	Yes	Disagree	
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16. If disagree, please explain:	
17. Name of Corporate Equality Group Member:	Melissa Nilson
18. Date:	07/07/2022

Conclusion:

- If the assessment is agreed, please send the document to the Head of Service for sign off.
- If you disagree return to author for reconsideration.

Questions 19-22 are only for completion by the Head of Service

19. Do you agree or disagree with this assessment?	Agree	Yes	Disagree	
20. If disagree, please explain:				
21. Head of Service:	John Sparkes			
22. Date:	07/07/2022			

Please return the document to the Author and Corporate Equality Group Member.