

Equality Impact Assessment Hook Road Car Park



Simple Guide and tips

An Equality Impact Assessment (EIA) will help you analyse your policies and practices to make sure they do not discriminate or disadvantage people. However, EIAs also will help to improve or promote equality, access, participation in public life and good relations.

Your EIA should be started during the early stages of your project. Early consideration of equality matters will ensure that your policy, service or function will evolve in line with consideration of equality matters. However, not everything we do will have equality implications, only policies and practices that are relevant to equality need to be put in focus. If you decide after an initial assessment that a policy or practice is not relevant to equality then you should make a note of this. When completing a full EIA make certain the assessment is proportionate to the matters at hand. An EIA is not an end in itself – it is simply a way of ensuring and showing that due regard has been paid to our equality duty.

Where final decisions are made by councillors, in order to show that due regard has been given to the three aims of the equality duty at the time the decision is made, your assessment will need to be included within the report for Committee. The significance of your policy or practice to equality matters may help you make this decision.

All equality impact assessments are based around four core questions. There may well be others that contribute to the assessment, but the core ones remain throughout.

1. **What is the purpose of the policy?**
2. **How is it seeking to achieve this?**
3. **Who benefits and how? (and who, therefore, doesn't and why?)**
4. **What are any 'associated aims' attached to the policy?**



Stage 1 EIA tracking	
Title of EIA	Hook Road Car Parking Options
Lead Officer	Richard Chevalier
Division	Housing & Community
Diversity, Equity & Inclusion Group - Review Date	Wednesday 19th June
Publication Date <i>(if applicable)</i>	
EIA Review Date <i>(if applicable)</i>	



Stage 2 Details of service, policy or function to be assessed and the potential impact on people with a protected characteristic.

Provide an overview of the policy, service or other function being introduced or reviewed.

Please include the aim or purpose of the policy, service or function etc., any context, changes proposed and the desired outcome. You will need to start to think about the equality implications and whether there is potential for impact on residents, service users and staff (as applicable) with one or more of the protected characteristics.

The current car park system used at Hook Road car park is reaching end of life and therefore a replacement interim system must be found until such time as any re-development of the car park takes place as indicated in the Local Plan.

The system is to be changed to one of the following three options which will be discussed and decided upon at the Environment Committee on July 16th.

- a) A replacement barrier controlled system
- b) A pay and display system used in conjunction with RingGo
- c) A RingGo only system



Stage 3 Relevant information, data, consultation and engagement activities

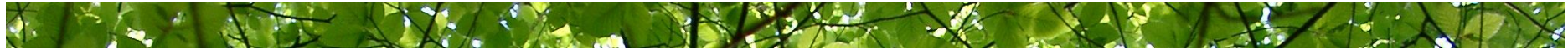
List all data (including source) and other information relevant to the full equality impact assessment

A Replacement barrier control system as per Option A would now provide the facility to make payment via a QR code or app and also at the exit barrier station meaning that the user would not have to visit the pay machine.
In our existing pay and display car parks 58% of pay to park visitors parked with RingGo in Q4 2023/24.
For option B or C permits will be issued to season card holders, including Council staff and residents, thereby reducing the number of pay to park customers.
Those visiting the Leisure Centre with mobility needs are more likely to use the car park situated at the Leisure Centre so are unlikely to be impacted by any change.
11% of Rainbow Leisure Centre members are aged 60-69 (approx. 329).
Just under 4% are aged 70 and over (approx. 115).

Mobile phone user statistics show that, as of 2023, 98% of all adults aged 16-24 in the UK have a smartphone. Among the older age groups, 86% of those aged 55-64 owned a smartphone device compared to 80% aged 65 and above. (Source: Statista).

Specify all engagement activities undertaken

Attended Diversity, Equity and Inclusion Group on 19th June 2024 to discuss various options and potential impacts.



Stage 4 Impact on residents, service users and staff with protected characteristics

Undertake a full analysis which details all positive and negative impact arising from the policy, service or other function. If there will be no impact, make this clear by completing the relevant box. Please ensure that you evidence your conclusions with reference to the appropriate source.

Protected Characteristic	Potential Positive Impact	Potential Negative Impact	No Impact
<i>Age</i>	With all options it would become possible to make payment without visiting a pay machine.	Option B An older person or a parent with a young child may be required to walk to the nearest pay station to purchase a ticket and then return to their car although RingGo would be an alternative. Option C There may be an impact on users who do not have a smart phone and therefore will not be able to use the RingGo app to park. They could still call the landline number to register their stay if they have a phone.	
<i>Disability</i>	With all options it would become possible to make payment without visiting a pay machine.	Option B A disabled user may be required to visit the nearest pay station to purchase a ticket and then return to their car although RingGo would be an alternative.	
<i>Gender Reassignment</i>			No impact
<i>Pregnancy and Maternity</i>	With all options it would become possible to make payment without visiting a pay machine.	Option B A pregnant user or a mother with a pram/buggy may be required to visit the nearest pay station to purchase a ticket and then return to their car although RingGo would be an alternative.	



<i>Race</i>			No impact
<i>Religion and Belief</i>			No impact
<i>Sex</i>			No impact
<i>Sexual Orientation</i>			No impact
<i>Marriage and Civil Partnerships</i>			No impact

Stage 5 Decision

Specify the full details of your decision.

Include any changes made to the proposal, steps taken to eliminate or minimise any negative impact(s), any additional mechanisms put in place to meet the needs of particular groups or to help foster good relations etc.

Option A is unlikely to have any negative impact on users as it will maintain the status quo as much as possible.

Option B could mean that the very young or old, the disabled or the pregnant may have to walk to the nearest pay station to purchase their ticket, return to their vehicle to display it and then begin their stay although RingGo would be available as an alternative option for most.

As a caveat given that Hook Road is generally a long stay car park for commuters to or from Epsom, or for those visiting the Rainbow Leisure Centre, the proportion of users in these categories is generally very low.

To mitigate any risk, once the locations of pay stations had been determined, it may be possible to re-locate some of the blue badge or parent & child spaces nearby.

Option C would only potentially impact those without mobile phones unable to book a remote parking session. Whilst this does not uniquely impact on any of the protected characteristics it may disproportionately impact older users. However as per the caveat in Option B, given that the majority of users in the car park are commuting or visiting the Leisure Centre the number of people impacted is not expected to be high. Signage and messages via



Comms will also be put in place to advertise the change and direct those without a phone to the nearest suitable alternative car park.

Stage 6 EIA – Action Plan

Please specify any action that will be taken to support implementation of your decision

Issue Identified	Action required	Implementation Date	Responsible Officer
Option A - none			
Option B – potential impact on young, old, disabled or pregnant users who either do not have the facility to or choose not to use RingGo.	If this option is chosen then once pay station locations are confirmed then parent & child or blue badge bays could be positioned close by.	Will depend if this option is chosen.	Richard Chevalier Parking & Enforcement Manager
Option C – not defined but possible impact on those without smart phones (or no phone at all).	Good comms package required in advance to advise of change and reasons for it. Clear signage to be used including landline number to call to book parking session or alternative locations to visit, in comparable price bracket, where cash or card payment still accepted.	Will depend if this option is chosen but Comms will begin in advance of implementation.	Richard Chevalier Parking & Enforcement Manager

Stage 7 EIA Sign Off

EIA needs to be signed off by Head of Service.



If an EIA is going to be submitted with a proposal to a committee/corporate project board for decision making, the EIA needs to be approved by Head of Service and Strategic Management Team first.

Head of Service: Rod Brown	Date: 3/7/24
Strategic Management Team: (where applicable)	Date:
Name of Committee: (where applicable)	Date: