

## Appendix 13

Equality Analysis Evidence Document					
<b>Title: What are you completing an Equality Analysis on?</b>					
Wiltshire Local Transport Plan (LTP3) Parking Strategy Review 2014-15					
<b>Why are you completing the Equality Analysis?</b> (please tick any that apply)					
Proposed New Policy or Service	Change to Policy or Service ✓		MTFS		Service Review
<b>Version Control</b>					
Version control number	2.1	Date	26/02/2015	Car Parking Service reviewed every 4 years	Wiltshire Council is reviewing its LTP3 Car Parking Strategy. The review focuses on car parking charges and management, with the potential use of new technologies and the future role of local communities.
<b>Risk Rating Score</b> (use <u>Equalities Risk Matrix</u> and guidance)				Inherent risk score on proposal	6
**If the Risk Score is 1 or 2, an Impact Assessment does <b>NOT</b> have to be completed. Please check with <a href="mailto:equalities@wiltshire.gov.uk">equalities@wiltshire.gov.uk</a> for advice				Residual risk score after mitigating actions have been identified	4
<b>Section 1 – Description</b> of what is being analysed					
<p>Following the adoption and implementation of the Wiltshire LTP3 Car Parking Strategy in 2011, Wiltshire Council now has the opportunity to undertake a car parking review against a more consistent countywide car parking policy and management background.</p> <p>As car parking affects most of us in some way, a parking strategy that deals with the supply and management of car parking can be one of the most useful tools available to local authorities in helping them achieve their economic, social and environmental objectives. In essence, local authorities, including Wiltshire Council, need to manage car parking so that it allows people to access local services and support local businesses but without causing significant traffic congestion or environmental impacts through, for example, encouraging more car use or providing too many parking spaces.</p> <p>While there are a number of aspects to car parking management, in essence a balance needs to be found between three key factors:</p> <ul style="list-style-type: none"> <li>• <b>Regeneration:</b> using parking measures to support town centre regeneration (e.g. providing more and/or cheaper parking to attract shoppers).</li> <li>• <b>Restraint:</b> using parking controls as a means of restraining/managing traffic (e.g. to reduce congestion) and improving environmental quality (e.g. air pollution), or to encourage the use of sustainable transport modes (e.g. cycling and buses).</li> <li>• <b>Revenue:</b> securing sufficient revenue to cover the costs of providing car parking, and using any surplus revenue to fund other important local services (e.g. subsidising non-commercial but essential local bus services).</li> </ul> <p>The pursuit of one of these factors alone will potentially result in the other two being compromised.</p>					

Taking into account the above and the wider national and local context, it is considered that a parking strategy can:

- support the local economy (e.g. by making it easy for shoppers and visitors to park) and facilitate development growth (e.g. by enabling the planned housing and employment growth set out in the Wiltshire Core Strategy to 2026);
- manage residents' needs for car parking near their homes (e.g. by introducing residents' parking zones);
- provide access to key services and facilities for special needs groups and mobility impaired (e.g. by providing appropriate Blue Badge spaces);
- improve journey time reliability for road users (e.g. by designing and managing on-street parking facilities to reduce traffic conflicts and delays);
- encourage the use of sustainable travel modes and reduce reliance on the private car (e.g. by setting parking charges at appropriate levels);
- improve the efficiency of the council's parking service (e.g. through the use of new technologies);
- enhance the built and natural environment (e.g. by reducing the amount of land required for parking and by improving the look of streetscenes through the appropriate enforcement of parking contraventions);
- make Wiltshire a safer place (e.g. by ensuring that car parks are 'safer by design'); and
- raise revenue for the council to reinvest in transport services (e.g. by using surplus parking revenues to support non-commercial local bus services).

The review focuses on car parking charges and management, with the potential use of new technologies and the future role of local communities. The review also covers other aspects such as parking standards, first hour free parking, and other charging options. Residents' parking zones and development related parking standards are also looked at, as is the policy approach to coach parking.

Ultimately, the review could see a move away from the current approach to parking charges based on four town bands, to an approach based on the local circumstances of individual car parks or towns. Suggested options have been based on factors such as the location and usage of car parks, as well as the wider economic, social and environmental issues in an area.

**Section 2A** – People or communities that are currently **targeted or could be affected** by any change (please take note of the Protected Characteristics listed in the action table).

The highway and rights of way network is available for use by everyone, subject to the provisions of the various Acts particularly with regard to the use of vehicles.

Parking is available to all motorists regardless of their Protected Characteristics (the parking stock in Wiltshire is a mixture of free and paid for parking dependant on location).

As a result, all car park and transport users in Wiltshire may potentially be directly or indirectly affected by the review and all the protected groups as defined by the Equality Act 2010 could be impacted by changes to the Council's car parking service. However, the Protected Characteristics that are most likely to be affected are:

- Age
- Disability
- Other (including caring responsibilities, rurality, low income, Military Status, etc).

**Section 2B** – People who are **delivering** the policy or service that are targeted or could be affected (i.e. staff, commissioned organisations, contractors)

As the review includes some facility car parks, some Wiltshire Council staff may potentially be affected by the review.

To encourage input from staff, the review and consultation was included in internal communication circulars, and on the Council's website. Changes may also affect contractors of the Council.

**Section 3 – The underpinning evidence and data used for the analysis (Attach documents where appropriate)**

Prompts:

- What data do you collect about your customers/staff?
- What local, regional and national research is there that you could use?
- How do your Governance documents (Terms of Reference, operating procedures) reflect the need to consider the Public Sector Equality Duty?
- What are the issues that you or your partners or stakeholders already know about?
- What engagement, involvement and consultation work have you done? How was this carried out, with whom? Whose voices are missing? What does this tell you about potential take-up and satisfaction with existing services?
- Are there any gaps in your knowledge? If so, do you need to identify how you will collect data to fill the gap (feed this into the action table if necessary)

An understanding of previous and ongoing parking issues was derived from previous consultations and equality assessments (e.g. for the Wiltshire LTP3 that was approved by full Council in February 2011), What Matters to You surveys and Area Board issues. In particular, the equality assessment of the LTP3 Car Parking Strategy, which included baseline research and consultation with various equalities groups, established that the following groups would most likely be affected by the parking strategy: age; disability; and people on low incomes. In addition, local businesses may also be adversely affected in some areas.

As a first step in the current review, a pre-consultation exercise was undertaken between 28 April and 6 June 2014 to provide key stakeholders with an opportunity to shape the scope of the review. Surgery meetings were also offered to stakeholders to enable face-to-face discussion with key Council officers. A paper setting out all the questionnaire comments received along with the Council's responses was posted on the Council's LTP3 webpage at the start of August 2014

Councillors on the Car Parking Review Task Group were able to scrutinise the review at various stages through meetings held on 1 April 2014, 8 September 2014 and 2 February 2015. In addition, a number of visits were arranged to other local authorities that could demonstrate the latest technologies available to a parking operation in the public sector. The report of the Task Group was presented to the Environment Select Committee on 17 February 2015.

An extensive public consultation exercise was carried out from 27 October 2014 to 19 January 2015. This included individual consultation web pages for the 14 settlements with Council car parks. These pages included information on the review and associated supporting documents:

- draft revised LTP3 Car Parking Strategy document
- individual Town Profiles containing a variety of economic, social and environmental information relating to a town's local circumstances
- individual settlement questionnaires and draft charging summaries
- Strategic Environmental Assessment (SEA), Habitats Regulation Assessment (HRA) and Equality Impact Assessment (EqIA).

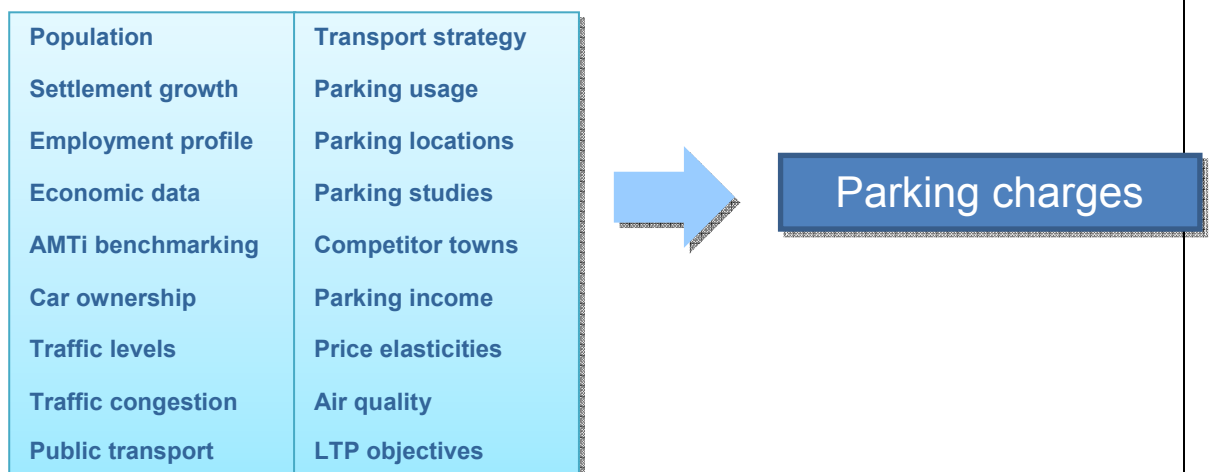
A variety of means were used to inform people of the consultation:

- Web portal
- Documents in specific libraries
- Press releases

- Parish newsletters
- Social media promotion
- Video message, Area Board announcements, Area Board blog sites
- Featured throughout the consultation process on the Council's website
- Posters in main Wiltshire Council pay and display car parks
- Correspondence with Chambers of Commerce
- Correspondence with Salisbury Business Improvement District
- Covered in the winter edition of the Your Wiltshire magazine
- Emails sent to some 6,000 Area Board contacts
- Promotion of the consultation by DEVELOP (which supports voluntary and community organisations) and the Wiltshire Forum of Community Area Partnerships (WFCAP)
- Included in the November 2014 business newsletter sent by the Wiltshire Council Economic Development Team to approx. 2,000 business contacts
- Emails sent to Wiltshire 100 business contacts (107 businesses)
- Emails sent to some 4,000 Leisure Service contacts.

In addition to the online consultation material, five area stakeholder workshops were held in Chippenham, Devizes, Salisbury, and Trowbridge.

The questions on individual car parks contained one possible charging option which was based on an analysis of relevant local circumstances (see diagram below).



A number of national/local policy documents and relevant research documents were used to inform the review including the following:

- National Planning Policy Framework (Department for Communities and Local Government (DCLG), March 2012)
- Action for Roads: A network for the 21st century (Department for Transport (DfT), July 2013)
- Creating Growth, Cutting Carbon: Making Sustainable Transport Happen (DfT, January 2011)
- Door to Door: A strategy for improving sustainable transport integration (DfT, March 2013)
- Consultation on local authority parking (DfT, December 2013)
- Parking Strategies and Management (The Institute of Highways and Transportation, July 2005)
- Car Parking Research (Yorkshire Forward, 2007)
- Parking: Policies for sustainable communities (Federation of Small Businesses, 2008)
- Parking Measures and Policies: Research Review (Transport Research Laboratory, May 2010)

- Spaced Out: Perspectives on Parking Policy (RAC Foundation, July 2012)
- The Relevance of Parking in the Success of Urban Centres (London Councils, 2012)
- Re-Think: Parking on the High Street (British Parking Association and the Association of Town & City Management, 2013)
- Town Benchmarking (Towns Alive).

In total, 5,013 people and organisations responded by completing questionnaires making some 14,000 individual comments. Separate written comments were also received from a number of town councils, other organisations and individuals. A summary of the main points for each town are provided in Appendix 4 of the report to Cabinet.

**\*Section 4 – Conclusions** drawn about the impact of the proposed change or new service/policy

Prompts:

- What actions do you plan to take as a result of this equality analysis? Please state them and also feed these into the action table
- Be clear and specific about the impacts for each Protected Characteristic group (where relevant)
- Can you also identify positive actions which promote equality of opportunity and foster good relations between groups of people as well as adverse impacts?
- What are the implications for Procurement/Commissioning arrangements that may be happening as a result of your work?
- Do you plan to include equalities aspects into any service agreements and if so, how do you plan to manage these through the life of the service?
- If you have found that the policy or service change might have an adverse impact on a particular group of people and are **not** taking action to mitigate against this, you will need to fully justify your decision and evidence it in this section

All the responses received through the public consultation exercise have been considered in the writing of a report for Wiltshire Council's Cabinet to consider at its meeting on 17 March 2015.

In terms of assessing the possible impacts and actions of the revised Strategy on each identified Protected Characteristic group, these are considered to be as follows:

Age:

- Issue: Young people and the elderly are more likely to be on low incomes and are therefore more likely to be adversely impacted by any higher parking charges.
- Action: The recommended parking charges have been based on a consideration of local economic, social and environmental circumstances relevant to individual car parks. As a result of this more 'fine grained' approach, many parking charges have either been kept as current or reduced. Therefore, in most towns, there will be opportunities for people to take advantage of the same or lower parking charges in some car parks.
- Issue: Some elderly people may struggle with the introduction of new technologies (e.g. paying parking charges by mobile phone).
- Action: While this may be true in the short term, as the use of mobile phone technology increases across all age groups over time, this issue should diminish. Nevertheless, usage guidelines will be produced and placed on the council's parking website, and consideration will be given to new signage providing user instructions in relevant car parks. Where it is proposed to make a car park 'MiPermit only', this will be subject to a review by the Council to assess issues such as mobile signal coverage, user profiles and pay machine accessibility.

Disability:

- Issue: Some pay and display machines may not be accessible to wheelchair users.
- Action: The Council's current pay and display machine suppliers offer wheelchair friendly alternatives although this may mean investing in updated terminals.
- Issue: Some disabled people may struggle with the introduction of new technologies (e.g. paying parking charges by mobile phone).
- Action: Information will be obtained from other local authorities where new technologies have already been installed and further information could be gained from technology providers to source 'Disabled Friendly' options if available. Where it is proposed to make a car park 'MiPermit only', this will be subject to a review by the Council to assess issues such as mobile signal coverage, user profiles and pay machine accessibility. Consultation with relevant disabled groups will also be considered.
- Issue: Surface maintenance of car parks could be an issue in terms of accessibility.
- Action: The Council undertakes a programme of routine maintenance inspections and works. In addition, all the Council's off street car parks were reviewed in 2012 in line with the DfT's Traffic Advisory Leaflet 5/95 'Parking for Disabled People' and required improvements progressed as part of the routine maintenance works programme.
- Issue: The number, location and size of parking spaces may not meet the needs of disabled people.
- Action: Policies PS2 and PS12 in the Car Parking Strategy include that "*Provision for Blue Badge holders will be made in line with recognised national standards (as a minimum)*". All the Council's off street car parks were reviewed in 2012 in line with the DfT's Traffic Advisory Leaflet 5/95 'Parking for Disabled People' and required improvements progressed as part of the routine maintenance works programme.

Other:

- Issue: People on low incomes are more likely to be adversely impacted by any higher parking charges.
- Action: The recommended parking charges have been based on a consideration of local economic, social and environmental circumstances relevant to individual car parks. As a result of this more 'fine grained' approach, many parking charges have either been kept as current or reduced. Therefore, in most towns, there will be opportunities for people to take advantage of the same or lower parking charges in some car parks.
- Issue: People living in rural areas with little public transport and who therefore need to use a car to access shops and services in the towns, are more likely to be adversely impacted by any higher parking charges.
- Action: The recommended parking charges have been based on a consideration of local economic, social and environmental circumstances relevant to individual car parks. As a result of this more 'fine grained' approach, many parking charges have either been kept as current or reduced. Therefore, in most towns, there will be opportunities for people to take advantage of the same or lower parking charges in some car parks.
- Issue: Increased parking charges may have some influence on reducing the numbers of people accessing local towns and businesses (i.e. increased charges may result in people not visiting certain areas so often).
- Action: The recommended parking charges have been based on a consideration of local economic, social and environmental circumstances relevant to individual car parks. As a result of this more 'fine grained' approach, many parking charges have either been kept as current or reduced. Therefore, in most towns, there will be opportunities for people to take advantage of the same or lower parking charges in some car parks.

**\*Section 5 – How will the outcomes from this equality analysis be monitored, reviewed and communicated?**

Prompts:

- Do you need to design performance measures that identify the impact (outcomes) of your policy/strategy/change of service on different protected characteristic groups?
- What stakeholder groups and arrangements for monitoring do you have in place? Is equality a standing agenda item at meetings?
- Who will be the lead officer responsible for ensuring actions that have been identified are monitored and reviewed?
- How will you publish and communicate the outcomes from this equality analysis?
- How will you integrate the outcomes from this equality analysis in any relevant Strategies/Polices?

The revised LTP3 Car Parking Strategy sets out the overarching objectives of the Wiltshire LTP3 Strategy and how a parking strategy could contribute. Those objectives considered most relevant to the Equality Analysis are set out below:

Ref.	LTP Objective	How a parking strategy could contribute
SO1	To support and help improve the vitality, viability and resilience of Wiltshire's economy and market towns.	By making it easy for shoppers and tourists to find car parking spaces in Wiltshire's market towns.  By setting car park charges that are broadly comparable with key centres in neighbouring areas.
SO5	To improve sustainable access to a full range of opportunities particularly for those people without access to a car.	By using surplus parking revenues to subsidise non-commercial bus services.  By providing appropriate Blue Badge car parking spaces.
SO8	To improve safety for all road users and to reduce the number of casualties on Wiltshire's roads.	By ensuring that car parks are 'safer by design'.
SO15	To reduce barriers to transport and access for people with disabilities and mobility impairment.	By providing appropriate Blue Badge car parking spaces.
SO18	To enhance the journey experience of transport users.	By making it easy for people to find car parking spaces and so avoid 'searching traffic'.  By improving the efficiency of the council's parking service.

The Strategy also sets out a number of relevant policies including Policy PS2 'Managing the council's parking stock' which includes the following:

*The council will manage its parking stock in accordance with the following principles:*

*On-street parking:*

- *Provision for Blue Badge holders will be made in line with recognised national standards (as a minimum)*

Paragraph 3.10 of the Strategy then sets out the kerb space hierarchy:

**3.10** *In terms of on-street parking, this will generally be prioritised within the following*

*hierarchy of kerb space users:*

1. *Bus Stop*
2. *Taxis*
3. *Blue Badge parking*
4. *Car clubs*
5. *Deliveries*
6. *Short stay parking*
7. *Residents' parking*
8. *Long stay parking.*

In terms of private non-residential parking standards, the Strategy states the following:

**3.24** *Disabled people need special provision; new developments must therefore ensure that 'Blue Badge' holders have an adequate number of properly designed, conveniently located and reserved car parking spaces (in line with recognised national standards as a minimum).*

In terms of residential parking standards, the Strategy makes reference to the 'Manual for Streets' (DfT, 2007) and 'Manual for Streets 2' (DfT, 2010) documents which include guidance on disabled parking.

Lastly, the Strategy includes Policy PS12 'Improving access and use':

*The council will promote the convenient access to parking facilities in Wiltshire by ensuring that:*

- *parking for disabled motorists (Blue Badge holders) is provided in line with recognised national guidance (as a minimum)*
- *where appropriate (e.g. at supermarkets and retail centres), provision is made for 'parent and child' spaces*
- *parking facilities are clearly signed and that good levels of information on the location and availability of parking is provided*
- *facilities are available for cashless payments by mobile phone, telephone or online*
- *parking facilities are 'safer by design'*
- *facilities for service vehicles or those delivering goods are, as far as possible, segregated to avoid conflict and their use as overflow car parking areas.*

The Equality Analysis Evidence Document is a working document which will be added to/amended at various stages of the development/implementation phases of the project. Each version will be version controlled to demonstrate the development in the process and evidence the due regard to the Public Sector Equality Duty.

If necessary, an Action Table detailing equality issues and actions to mitigate will be developed as part of the implementation process.

For all Cabinet and Corporate Leadership Team (CLT) meetings, a full copy of the most current Equality Analysis Evidence Document will be included with the meeting papers.

**\*Copy and paste sections 4 & 5 into any Committee, CLT or Briefing papers as a way of summarising the equality impacts where indicated**

Version 2.1 Completed by:	Matthew Croston, Project Officer, Programme Office  Richard Mortimer, Manager, Parking Services
Date	26 <sup>th</sup> February 015
Version 2.1 Signed off by:	Robert Murphy, Principal Transport Planner, Sustainable Transport



Date	26 <sup>th</sup> February 015	
Version 2.1 reviewed by:	David Crisfield, Corporate Support Officer, Corporate Office	
Review date:		
For Corporate Equality Use only	Compliance sign off date:	
	Published on internet date:	

**Equality Impact Assessment Issues and Action Table**

Identified issue drawn from your conclusions	Actions needed – can you mitigate the impacts? If you can how will you mitigate the impacts?	Who is responsible for the actions?	When will the action be completed?	How will it be monitored?	What is the expected outcome from the action?
<b>Age</b>					
Young people and the elderly are more likely to be on low incomes and are therefore more likely to be adversely impacted by any higher parking charges.	No actions needed.  The recommended parking charges have been based on a consideration of local economic, social and environmental circumstances relevant to individual car parks. As a result of this more 'fine grained' approach, many parking charges have either been kept as current or reduced. Therefore, in most towns, there will be opportunities for people to take advantage of the same or lower parking charges in some car parks.	N/A	N/A	N/A	N/A
Some elderly people may struggle with the introduction of new technologies (e.g. paying parking charges by mobile phone).	While this may be true in the short term, as the use of mobile phone technology increases across all age groups over time, this issue should diminish. Nevertheless, usage guidelines will be produced and placed on the council's parking website, and consideration will be given to	Richard Mortimer, Parking Services Manager	Ongoing	Yearly progress report	That increased use of 'pay by phone' is achieved where relevant guidance has been introduced

**Equality Impact Assessment Issues and Action Table**

<b>Identified issue drawn from your conclusions</b>	<b>Actions needed – can you mitigate the impacts? If you can how will you mitigate the impacts?</b>	<b>Who is responsible for the actions?</b>	<b>When will the action be completed?</b>	<b>How will it be monitored?</b>	<b>What is the expected outcome from the action?</b>
	new signage providing user instructions in relevant car parks. Where it is proposed to make a car park 'MiPermit only', this will be subject to a review by the Council to assess issues such as mobile signal coverage, user profiles and pay machine accessibility.				
Disability					
Some pay and display machines may not be accessible to wheelchair users.	The Council's current pay and display machine suppliers offer wheelchair friendly alternatives although this may mean investing in updated terminals.	Richard Mortimer, Parking Services Manager	Ongoing	Yearly progress report	That wheelchair users use pay and display machines or their alternatives where introduced
Some disabled people may struggle with the introduction of new technologies (e.g. paying parking charges by mobile phone).	Information will be obtained from other local authorities where new technologies have already been installed and further information could be gained from technology providers to source 'Disabled Friendly' options if available. Where it is proposed to make a car park 'MiPermit only', this will be subject to a review by the Council to assess issues such as mobile signal coverage, user profiles and	Richard Mortimer, Parking Services Manager	Ongoing	Yearly progress report	That increased use of 'pay by phone' is achieved where disabled friendly alternatives have been introduced

**Equality Impact Assessment Issues and Action Table**

<b>Identified issue drawn from your conclusions</b>	<b>Actions needed – can you mitigate the impacts? If you can how will you mitigate the impacts?</b>	<b>Who is responsible for the actions?</b>	<b>When will the action be completed?</b>	<b>How will it be monitored?</b>	<b>What is the expected outcome from the action?</b>
	pay machine accessibility . Consultation with relevant disabled groups will also be considered.				
Surface maintenance of car parks could be an issue in terms of accessibility.	The Council undertakes a programme of routine maintenance inspections and works. In addition, all the Council's off street car parks were reviewed in 2012 in line with the DfT's Traffic Advisory Leaflet 5/95 'Parking for Disabled People' and required improvements progressed as part of the routine maintenance works programme.	Richard Mortimer, Parking Services Manager	Ongoing	Monthly reporting of progress	Overall improvements of the car parks
The number, location and size of parking spaces may not meet the needs of disabled people.	Policies PS2 and PS12 in the Car Parking Strategy include that " <i>Provision for Blue Badge holders will be made in line with recognised national standards (as a minimum)</i> ". All the Council's off street car parks were reviewed in 2012 in line with the DfT's Traffic Advisory Leaflet 5/95 'Parking for Disabled People' and required improvements	Richard Mortimer, Parking Services Manager	Ongoing	Monthly reporting of progress	Overall improvements of the Blue Badge bays

**Equality Impact Assessment Issues and Action Table**

Identified issue drawn from your conclusions	Actions needed – can you mitigate the impacts? If you can how will you mitigate the impacts?	Who is responsible for the actions?	When will the action be completed?	How will it be monitored?	What is the expected outcome from the action?
	progressed as part of the routine maintenance works programme.				
Gender Reassignment					
No identified issues.					
Marriage and Civil Partnership					
No identified issues.					
Pregnancy and Maternity					
No identified issues.					
Race (including ethnicity or national origin, colour, nationality and Gypsies and Travellers)					
No identified issues.					
Religion and Belief					
No identified issues.					
Sex					
No identified issues.					
Sexual Orientation					
No identified issues.					
Other (including caring responsibilities, rurality, low income, Military Status etc)					
People on low incomes are more likely to be adversely impacted by any higher parking charges.	No actions needed.  The recommended parking charges have been based on a consideration of local economic, social and	N/A	N/A	N/A	N/A

**Equality Impact Assessment Issues and Action Table**

<b>Identified issue drawn from your conclusions</b>	<b>Actions needed – can you mitigate the impacts? If you can how will you mitigate the impacts?</b>	<b>Who is responsible for the actions?</b>	<b>When will the action be completed?</b>	<b>How will it be monitored?</b>	<b>What is the expected outcome from the action?</b>
	<p>environmental circumstances relevant to individual car parks. As a result of this more 'fine grained' approach, many parking charges have either been kept as current or reduced. Therefore, in most towns, there will be opportunities for people to take advantage of the same or lower parking charges in some car parks.</p>				
<p>People living in rural areas with little public transport and who therefore need to use a car to access shops and services in the towns, are more likely to be adversely impacted by any higher parking charges.</p>	<p>No actions needed.</p> <p>The recommended parking charges have been based on a consideration of local economic, social and environmental circumstances relevant to individual car parks. As a result of this more 'fine grained' approach, many parking charges have either been kept as current or reduced. Therefore, in most towns, there will be opportunities for people to take advantage of the same or lower parking charges in some car parks.</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>

**Equality Impact Assessment Issues and Action Table**

<b>Identified issue drawn from your conclusions</b>	<b>Actions needed – can you mitigate the impacts? If you can how will you mitigate the impacts?</b>	<b>Who is responsible for the actions?</b>	<b>When will the action be completed?</b>	<b>How will it be monitored?</b>	<b>What is the expected outcome from the action?</b>
<p>Increased parking charges may have some influence on reducing the numbers of people accessing local towns and businesses (i.e. increased charges may result in people not visiting certain areas so often).</p>	<p>No actions needed.</p> <p>The recommended parking charges have been based on a consideration of local economic, social and environmental circumstances relevant to individual car parks. As a result of this more 'fine grained' approach, many parking charges have either been kept as current or reduced. Therefore, in most towns, there will be opportunities for people to take advantage of the same or lower parking charges in some car parks.</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>