

Due Regard Statement

Please use this statement to evidence how 'due regard to' the three aims of the public sector equality duty has been made (section 149 of the Equality Act 2010) during the development of the 'policy'.¹

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by the ACT;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic

Name of the 'policy':	Parking Operational Services Contract - Enforcement Contract
Person(s) responsible for completing this statement	Liz Kirkham, Jim Daniels
Briefly describe the activity being considered including aims and expected outcomes	<p>The purpose of parking enforcement is to increase compliance with traffic regulations enabling better use of available space on the highway, with improved access to residential and business properties and essential services. Those delivering care or assistance to local residents will be able to access local properties more easily.</p> <p>The existing contract for Parking Management Services - Enforcement expires on 31/3/2020 and work is underway to let a replacement contract with an estimated annual value of £1.9m.</p> <p>All road users; and particularly groups with specific protected characteristics are expected to benefit from the enforcement of restrictions.</p>

¹For 'policy': any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.

Documenting use of sufficient information

Please document below the data and information sources that you have used to understand the needs, participation and experiences of each protected group. Evidence must be gathered as the policy is developed and used to inform decisions.

Service user data

Service user data is an important source of evidence and should be collated as part of routine monitoring of in- house or external services. If service user data is not available record 'not known' and use the action plan to identify what improvement actions will be used to gather data going forward.

Service user diversity reports are available on our website and give an indication of service user participation across commissioning areas, for example adult residential services and youth services. It does not include participation data at individual service level.

Needs analysis

Gloucestershire population demographics data is available to understand the representation of different protected groups across the county and help with needs analysis. Data like this may also be also useful for benchmarking to identify under or over representation of a service by any of the protected groups. For example, a service is open to all residents and from monitoring you know that 2% of service users are disabled: However, demographic data indicate that 16.7% of Gloucestershire residents report having a disability or long term limiting illness. This finding can be used can be used to explore if there are barriers to participation by residents with disabilities and how this can be addressed as part of the development of your 'policy'.

Data gaps

You may find that you have more information about some of the protected groups for example, gender, age, disability and less about others, for example, sexual orientation and religion and/or belief. If data is not available and you intend to start collating data about a protected characteristic please use the action plan to outline how this data will be collated. You can find equality monitoring guidance on our website including an equality monitoring template.

Service information (if applicable) or Needs analysis (if applicable)

<p>Who is responsible for delivering the service?</p>	<p>GCC staff within the Parking services team currently manage the service, which is delivered externally by APCOA Parking (UK) Ltd.</p>
<p>Service user data/Needs analysis information</p>	
<p>Age</p>	<p>Parking enforcement near schools helps to provide a safe environment in the vicinity of schools. Enforcement is also a prerequisite for residents parking schemes which enable people who are at home during the day, including those with young families and those who have retired, to park nearby and be able to access essential services.</p>
<p>Disability</p>	<p>In the 2011 Census, 16.7% of the population of Gloucestershire consider their day to day activities are limited by a disability of which, just under half (43,292), consider their activities to be limited a lot. The figures above will include many, but not all, blind and partially sighted people. In Gloucestershire there are 1250 people registered as blind and 1525 people registered as partially sighted. Around 64% of these are in the age group 75 or over. There are around 30,000 blue badge holders in Gloucestershire, and again, 67% of these are in the age group 75 or over. GCC records show that around 20% of 75-84 year olds are blue badge holders, and this increases to over 60% of people aged 85 or over. Specific data about disabled drivers (as opposed to blue badge holders) is not kept, but the blue badge figures can be considered to be representative.</p>
<p>Sex</p>	<p>Following review of the proposal, none of these groups are affected by the recommendations.</p>
<p>Race (including Gypsy & Traveller)</p>	
<p>Gender reassignment</p>	
<p>Marriage & civil partnership</p>	
<p>Pregnancy & maternity</p>	
<p>Religion or Belief</p>	
<p>Sexual Orientation</p>	

Workforce data

Total number of GCC staff affected	<i>GCC staff are not affected by this proposal or the recommendations</i>
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Consultation and engagement

Service users	Not applicable
Workforce	Staff employed by the current contract enforcement contract have TUPE rights and this has been identified in the contract specification.
Partners	Discussions have taken place with the 6 Gloucestershire District Councils regarding joint tendering. Research indicates that collaborative arrangements are not practicable and not cost effective for GCC and the wider Districts at this point in time
External providers of services	A supplier engagement session was held in August to identify potential service providers and to validate that our proposals are deliverable by the market

Equality analysis: Summary of what the evidence shows and how has it been used

Effective parking management contributes positively to access to services and mobility generally. The protected characteristics which this particularly supports are age and disability. The proposed contract will help to eliminate discrimination in these areas by promoting compliance with parking restrictions which reduces congestion and makes it easier to find appropriate places to park. The Civil Enforcement Officers (CEOs) who patrol on the streets must be fully aware of the Blue Badge parking scheme, and understand the different rules which apply to persons with this protected characteristic (disability)

Protected group	Challenge or opportunity considered and what we did
Age(A)	By enforcing parking restrictions we will increase compliance with those restrictions and parking spaces will be more available. Those delivering care or assistance to local residents will be able to access local properties more easily.
Disability (D)	Disabled users benefit from better managed parking, and better benefit from the normal dispensations offered by the Blue Badge Scheme. For residents within permit scheme areas, carer permits are provided free of charge where required and enforcement of restrictions enhances the use of this facility.
Sex (S)	These categories are not considered to be particularly affected by the proposals
Race (including Gypsy & Traveller)	
Gender reassignment (GR)	
Marriage & civil partnership (MCP)	
Pregnancy & maternity (PM)	
Religion and/or Belief (RAOB)	
Sexual Orientation (SO)	

Strengthening actions: Planning for further improvements

Please outline here what actions are required for further improvements to address challenges or opportunities, for example:

- Arrangements for continued/new engagement with stakeholders, staff, service users
- Plans to close data gaps across any of the protected characteristics through reviewed contract management arrangements
- Identify other plans already underway to address the challenges or opportunities identified in this statement
- Share findings with partner organisations.

If none, state 'none' below.

Action Plan

Competency of staff carrying out enforcement duties, to ensure that they are fully aware of the Blue Badge parking scheme, will be reviewed as part of the mobilisation process

Monitoring and Review

Please indicate what processes/actions will be put in place to keep this 'activity' under review. For example will progress be monitored/ reported to a board, scrutiny committee, project board etc


This due regard statement will be reviewed regularly by the Parking Manager.

Sign off and Scrutiny

By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected groups and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

Senior level sign off: 	Date: 3 rd October 2018
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I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I as the decision maker have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Name of relevant Portfolio Holder/Cabinet Member: DNP NORMAN	
Signed by Portfolio Holder/Cabinet Member: 	Date: 4 th October 2018

Publication

If this statement accompanies cabinet paper it will be published as part of the cabinet report publication process. Statements accompanying cabinet reports are also published on our website. If this statement is not to be submitted with a cabinet paper please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.