

Equality Impact Assessment (EIA)

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.

1. Background

Directorate	Economy, Environment and Infrastructure
Service area	Parking Services
Title of the activity being assessed i.e. the strategy, plan, policy or service	Enforcement of Moving Traffic Offences
Brief outline of the proposal(s)	<p>To seek Cabinet's approval for the council to apply for a Designation Order for enforcing moving traffic offences such as yellow box junctions, prohibition of driving, banned turns, no entry, one-way streets and weight limits from the Department for Transport (DfT) depending on the outcome of a statutory consultation process.</p> <p>Should the council proceed with applying for a Designation Order, and it be approved, that Cabinet approve the enforcement of Moving Traffic Offences (MTOs) at locations around the county.</p>
Who is affected by the proposals?	Service users <input checked="" type="checkbox"/> Workforce <input type="checkbox"/> Other, please specify: <input style="width: 150px; height: 20px;" type="text"/>
Decision to be taken and decision maker	Cllr Dom Morris - Cabinet Member for Highways & Flooding
Person(s) responsible for completing this assessment	Andrew Burford – Parking Contract & Procurement Manager
Date of this assessment	15 th August 2022

2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

Research, Consultation and Engagement	
Service users	<p>Prior to submitting an application to the DfT the council must undertake a 6 week consultation process with the public to notify them of the council's plans to undertake moving traffic enforcement at the stated locations. The DfT have confirmed that it is not an opportunity for the public to comment on the transfer of powers from the police to the local authority, it is about enforcing at the actual physical locations. It is also not an opportunity to object to the actual restriction that is in place.</p> <p>The design of the consultation will aim to ensure the council engages with those members of our community with protected characteristics as part of the EIA. The EIA will be updated after the consultation in making the decision regarding the application to the DfT.</p>
Workforce	<p>The parking team are responsible for overseeing traffic management enforcement activity and have been involved in developing the MTO strategy and application to the DfT.</p>
Partners	<p>Discussions have taken place with several other local authorities; however, no partnership opportunities were identified. Best practice is being shared between other councils and the British Parking Association.</p> <p>The council's current ANPR provider, Videalert, will be required to provide the MTO enforcement equipment.</p> <p>NSL, the council's parking enforcement contractor will be responsible for reviewing and issuing of PCNs when contraventions are identified.</p>
Other	

3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidences how the council is giving due

regard to the three aims of the general equality duty, which are to: eliminate discrimination; advance equality of opportunity; and promote good relations.

Protected Characteristic	Service Users	Workforce
Age	This policy will have a particularly positive impact on school age children (4 to 18 years) by enabling enforcement of restrictions around schools, improving child safety.	No member of the workforce will be disadvantaged, excluded, rejected, suffer a lack of opportunity, or be subjected to barriers as a result of this decision
Disability	This policy will have a positive impact on people with disabilities by enabling enforcement of restrictions around town centres, improving accessibility and safety for this protected characteristic.	
Sex	No member of this protected characteristic will be disadvantaged, excluded, rejected, suffer a lack of opportunity, or be subjected to barriers as a result of this decision	
Race	No member of this protected characteristic will be disadvantaged, excluded, rejected, suffer a lack of opportunity, or be subjected to barriers as a result of this decision	
Gender reassignment		
Marriage & civil partnership		
Pregnancy & maternity		

Religion and/or belief		
Sexual orientation		

4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

Change	Reason for Change
Attendance at British Parking Association workshops.	Understand the impact on protected groups, the consultation requirements and best practice in line with national guidance.

5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:

Potential impact (positive or negative)	Action	By when	Owner
Positive	Ongoing review of the effectiveness of enforcement at the selected locations	Monthly Monitoring	Parking Manager
Positive	Review and implement any new best practice, legislation or government guidance in relation to MTOs	Ongoing	Parking Manager
Positive	Review Due Regard Statement	January 2024	Parking Manager


6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:


This Equalities Impact Assessment will be reviewed on a regular basis by the Parking Manager. Amendments will be made to this Due Regard statement and a new version produced should any material changes as a result of the ongoing review be identified.

7. Officer / Decision-maker Sign off

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

Signature of Senior Officer	
Name of Senior Officer	Colin Chick – Executive Director of Economy, Environment and Infrastructure
Date	6 th September 2022

Decision maker: 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.

Signature of decision maker	
Name of decision maker	Cllr Dom Morris - Cabinet Member for Highways & Flooding
Date	5 th September 2022

8. Publication

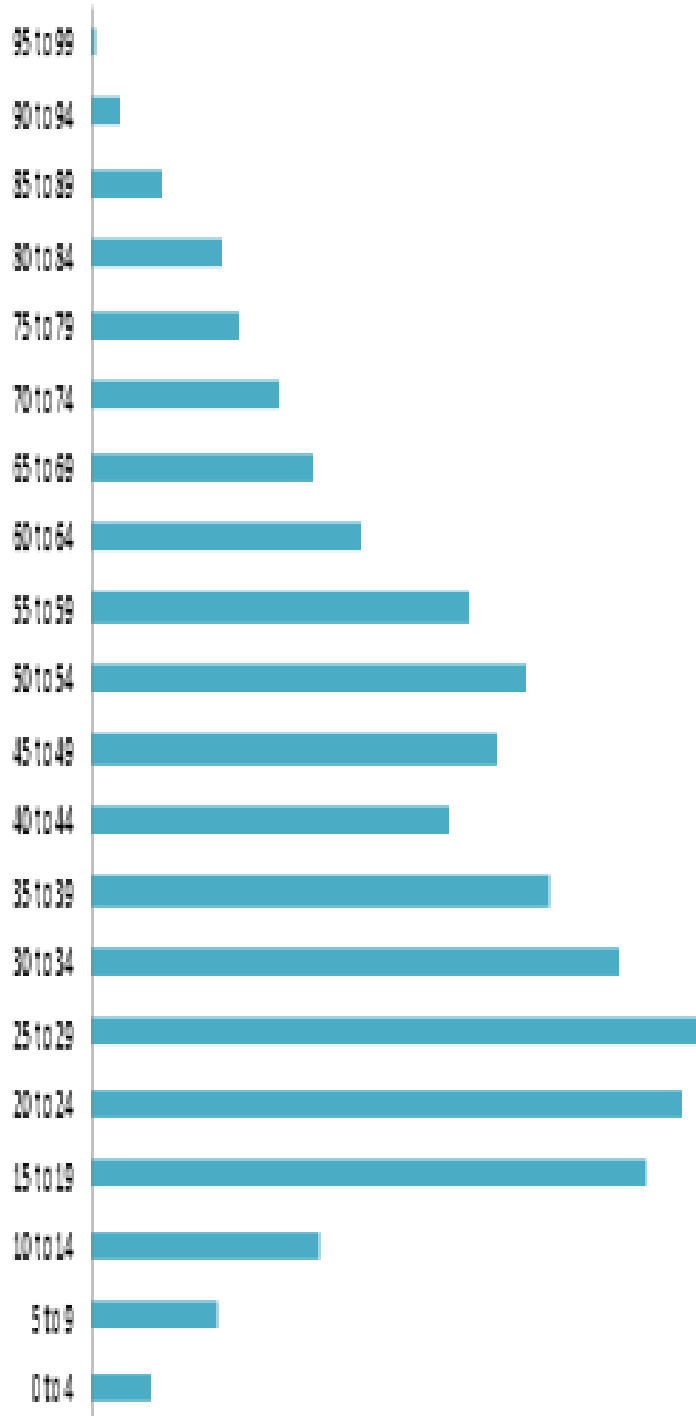
If this document accompanies a Cabinet report or an Individual Cabinet Member (ICM) decision report it will be published, as part of the report publication process, on the GCC website. If this statement is not to be submitted with a Cabinet report or an Individual Cabinet Member (ICM) decision report, please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.

Appendix 1 – Service User Data

Details of service users affected by the proposed activity

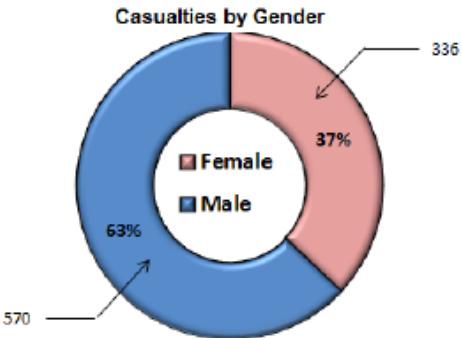
Protected Characteristic	Service User Data and Information																								
<p>Age <i>percentage/profile of service user ages</i></p>	<p>The council records information on the numbers of people who are killed or seriously injured on the roads in Gloucestershire.</p> <p>The latest information available relates to the calendar year 2020, this is the most recent information that is available.</p> <p>Below is a table showing those who have been killed or seriously injured in Gloucestershire 2016-2020.</p> <table border="1" data-bbox="472 1021 1386 1238"> <thead> <tr> <th>Year</th> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Killed</td> <td>27</td> <td>20</td> <td>28</td> <td>20</td> <td>23</td> </tr> <tr> <td>Seriously injured</td> <td>253</td> <td>294</td> <td>257</td> <td>297</td> <td>254</td> </tr> <tr> <td>Slight injury</td> <td>888</td> <td>796</td> <td>693</td> <td>806</td> <td>629</td> </tr> </tbody> </table> <p>This table shows that the numbers of those seriously injured or killed on Gloucestershire's roads has remained relatively static, however there has been a reduction in motorists who received a slight injury.</p> <p>Below is graph showing casualties on Gloucestershire roads by age in 2021.</p>	Year	2016	2017	2018	2019	2020	Killed	27	20	28	20	23	Seriously injured	253	294	257	297	254	Slight injury	888	796	693	806	629
Year	2016	2017	2018	2019	2020																				
Killed	27	20	28	20	23																				
Seriously injured	253	294	257	297	254																				
Slight injury	888	796	693	806	629																				

Casualty Age



This graph shows that the age ranges of 15 to 30 are the most likely to be casualty to be in a collision in the county.

By reviewing signage and infrastructure followed by enforcement the council will aim to improve compliance with highway

	restrictions that will reduce collisions and casualties for all age ranges.									
Disability <i>percentage/profile of service users who have a disability</i>	No data is held regarding this characteristic in relation to casualties in road traffic collisions in Gloucestershire.									
Sex <i>percentage/profile of service users who are male and who are female</i>	<p>Below is a pie chart showing the numbers of the breakdown by sex of casualties in Gloucestershire in 2020.</p>  <p>The chart is a donut chart with a legend in the center. The legend shows a red square for 'Female' and a blue square for 'Male'. The blue segment represents 63% of the total, with a value of 570. The red segment represents 37% of the total, with a value of 336.</p> <table border="1"> <thead> <tr> <th>Gender</th> <th>Percentage</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>63%</td> <td>570</td> </tr> <tr> <td>Female</td> <td>37%</td> <td>336</td> </tr> </tbody> </table> <p>As can be seen from the above 63% of casualties are male, there is no data available to understand if there is a correlation with the numbers of moving traffic offenses as these are enforced by the police.</p> <p>In 2019 the national breakdown of casualties by gender was 59.6% male and 40.4% female. This suggests that the casualty rates of males in Gloucestershire is slightly higher than the national average.</p> <p>By reviewing signage and infrastructure followed by enforcement the council will aim to improve compliance with highway restrictions that will reduce collisions and casualties for all.</p>	Gender	Percentage	Count	Male	63%	570	Female	37%	336
Gender	Percentage	Count								
Male	63%	570								
Female	37%	336								
Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i>										
Gender reassignment <i>percentage/profile of service users who have</i>	No data is held regarding this characteristic in relation to casualties in road traffic collisions in Gloucestershire.									

<i>indicated they are transgender</i>	
Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i>	
Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i>	
Religion and/or belief <i>percentage/profile of service users religious beliefs</i>	
Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i>	
Protected Characteristic	Service User Data and Information

Age <i>percentage/profile of service user ages</i>	
Disability <i>percentage/profile of service users who have a disability</i>	
Sex <i>percentage/profile of service users who are male and who are female</i>	
Race	
	The systems used do not hold equality data and so it is not

<i>percentage/profile of service users who are from black and minority ethnic backgrounds</i>	possible to run any analysis reports to see contraventions where the recipient/registered keeper of a PCN has a protected characteristic.
Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i>	
Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i>	
Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i>	
Religion and/or belief <i>percentage/profile of service users religious beliefs</i>	
Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i>	

Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected:
Age	
Disability	
Sex	

Race	No member of the workforce will be disadvantaged, excluded, rejected, suffer a lack of opportunity, or be subjected to barriers as a result of this decision
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion and/or belief	
Sexual orientation	