

Scoping for Equality Impact

The Council is required to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not.

The Act explains that having due regard for advancing equality involves:

- removing or minimising disadvantages experienced by people due to their protected characteristics
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion of belief
- Sex
- Sexual orientation

The duty also covers marriage and civil partnership¹ but only with regard to eliminating discrimination. And in Wales we also have to treat Welsh and English on an equal basis as well as promoting and facilitating the use of the Welsh language.

Further advice on completing impact assessments can be found on the equalities pages of StaffNet
http://staffnet.valeofglamorgan.gov.uk/corp_cust_services/equalities.aspx

Title and description of the policy, procedure, practice or decision (referred to as "policy" throughout form).	Town Centre Car Park Charging - Barry and Cowbridge
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Who is responsible for developing and implementing the policy?

Name	Michael Clogg
Job Title	Operational Manager Highways & Engineering
Division / Directorate	Visible Services and Housing

1. Who will be affected by this policy?

Examples may include Vale of Glamorgan residents, internal department(s), a specific group of customers or employees, customers or residents in a specific location.

Please specify:

All motorists visiting Town Centres in Cowbridge and Barry, including residents in the areas identified.

2. What will be the impact of this policy / decision / practice on people because of their age?

- Positive
- Negative
- Neutral / insignificant

What age groups will the policy impact upon?

- Young people (children and young people, up to 18)
- People 18- 50
- Older people (50+)
- All
- Other (please specify) _____

Reasons for your decision (including evidence) / How might it impact?

The proposals are intended to improve availability of parking opportunities for all motorists irrespective of age who visit Town Centres in Cowbridge and Barry. This policy will benefit all sections of society by reducing congestion and therefore has no specific impact on persons because of their age. Parking charges and availability of spaces will be consistent and the same for all throughout.

3. What will be the impact of this policy / decision / practice on disabled people?

- Positive
- Negative
- Neutral / insignificant

Which impairment(s)?

- Visual
- Hearing
- Physical disability
- Learning disability
- Mental health condition
- All
- Other (please specify) _____

Reasons for your decision (including evidence) / How might it impact?

There is no proposed reduction to disabled parking bay provision within car parks affected and the policy indicates that the car park layouts can be reviewed to increase disabled bay provision. The car park charges are proposed to be applied to all with no concessions for disabled parking, however, this policy is intended to benefit all sections of society by reducing congestion irrespective of any protected characteristics. Parking charges will be consistent and the same for all throughout.

4. What will be the impact of this policy / decision / practice on different genders?

- Positive
- Negative
- Neutral / insignificant

Will the impact be on: Not applicable.

- Men
- Women

Reasons for your decision (including evidence) / How might it impact?

The policy of introducing car park charging does not differentiate differently between drivers of different genders. Parking charges and availability of spaces will be consistent and the same for all throughout.

5. What will be the impact of this policy / decision / practice on trans people?

- Positive
- Negative
- Neutral / insignificant

Reasons for your decision (including evidence) / How might it impact?

The policy of introducing car park charging does not differentiate differently between drivers of different groups. Parking charges and availability of spaces will be consistent and the same for all throughout.

6. What will be the impact of this policy / decision / practice on marital status and civil partnership? (¹ see note on page 1)

- Positive
- Negative
- Neutral / insignificant

Reasons for your decision (including evidence) / How might it impact?

The policy of introducing car park charging does not differentiate differently between drivers of different marital status and civil partnership. Parking charges and availability of spaces will be consistent and the same for all throughout.

7. What will be the impact of this policy / decision / practice on pregnancy and/or maternity?

- Positive
- Negative
- Neutral / insignificant

Reasons for your decision (including evidence) / How might it impact?

The policy of introducing car park charging does not differentiate differently between pregnancy and/or maternity. Parking charges and availability of spaces will be consistent and the same for all throughout.

8. What will be the impact of this policy / decision / practice on different groups because of their race?

- Positive
- Negative
- Neutral / insignificant

Please indicate groups that may be affected:

- Ethnic minorities
- Nationalities
- Asylum seekers / refugees
- Gypsies / Travellers

All
Other (please specify) None

Reasons for your decision (including evidence) / How might it impact?

The policy of introducing car park charging does not differentiate differently between motorists because of their race. Parking charges and availability of spaces will be consistent and the same for all throughout.

9. What will be the impact of this policy / decision / practice on different groups because of their religion, belief or non-belief?

Positive
Negative
Neutral / insignificant

Please indicate groups that may be affected:

Religious group(s)
(please specify) _____
Belief (e.g. Humanism)
(please specify) _____
Non-belief
(please specify) _____
All

Reasons for your decision (including evidence) / How might it impact?

The policy of introducing car park charging does not differentiate differently between motorists because of their religion, belief or non-belief. Parking charges and availability of spaces will be consistent and the same for all throughout.

10. What will be the impact of this policy / decision / practice on different groups because of their sexual orientation?

Positive
Negative
Neutral / insignificant

Please indicate groups that may be affected:

Gay men
Lesbians
Bisexuals
All

Other (please specify) _____

Reasons for your decision (including evidence) / How might it impact?

The policy of introducing car park charging does not differentiate differently between motorists because of their sexual orientation. Parking charges and availability of spaces will be consistent and the same for all throughout.

11. What will be the impact of this policy / decision / practice on the Welsh language?

Positive

Negative

Neutral / insignificant

Reasons for your decision (including evidence) / How might it impact?

The policy of introducing car park charging does not differentiate differently between motorists because of their language. Parking charges and availability of spaces will be consistent and the same for all throughout. All signing and road markings within existing car parks will continue to be provided bilingually in accordance with the Council's Welsh Language Scheme.

12. If you have identified any positive or negative impact (other than negligible) upon any protected characteristic groups or individuals then you must complete a full impact assessment.

Is a full equality impact assessment required Yes No

13. Authorisation

This form must be authorised by the relevant Head of Service or Operational Manager.

Approved by (name)	Michael Clogg
Job Title	Operational Manager Highways and Engineering
Date	5 th January 2015

Signature _____

On completion of this form send a signed copy and an electronic copy to the Equalities Section: tsgreaves@valeofglamorgan.gov.uk. For support, ring: 01446 709446

Equality Impact Scoping Form
December 2013