

# Cambridge City Council Equality Impact Assessment



Completing an Equality Impact Assessment will help you to think about what impact your strategy, policy, plan, project, contract or major change to your service may have on people that live in, work in or visit Cambridge, as well as on City Council staff.

The template is easy to use. You do not need to have specialist equalities knowledge to complete it. It asks you to make judgements based on evidence and experience. There are guidance notes on the intranet to help you. You can also get advice from David Kidston, Strategy and Partnerships Manager on 01223 457043 or email [david.kidston@cambridge.gov.uk](mailto:david.kidston@cambridge.gov.uk) or from any member of the Joint Equalities Group.

## 1. Title of strategy, policy, plan, project, contract or major change to your service:

Grafton West Multi Storey Car Park Refurbishment

## 2. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?

This project involves the refurbishment of the Grafton West car park to improve conditions for our customers and help protect the car park structure. The work involves replacing lights with energy efficient LED lights, replacing lighting electrics, signage, anti-carbonisation paint, structural repairs and installation of CCTV cameras.

Some of the work is required to help protect the building structure, the remainder is to improve conditions for our customers, it has been proved that improving the environment increases the perception of public safety resulting in customers being happier to use the car park.

2 CCTV cameras will be installed, this will help our customers feel safer when using the car park. The refurbishment and cameras will help us to achieve a Park Mark award, which is a police run safer parking scheme aimed at reducing crime and fear of crime in parking facilities.

This refurbishment is also in accordance with statutory responsibility to our landlord as the lease obliges the City Council to both maintain the structure and decorate within the car park.

Parking services will liaise closely with the contractor in carefully plan the works to ensure that as much public parking remains available as possible so reducing the impact to the public and local businesses.

The majority of the works will take place in the 2 undercover levels; therefore the 2 upper decks can remain open for parking during the majority of the project.

The entire car park may need to be closed for a short period for essential works. However, this will be closely managed to ensure the least disruption to the general public. In the event of this occurring we also have capacity at the nearby Grafton East car park to accommodate these additional vehicles.

**3. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick those that apply)**

- Residents
- Visitors
- Staff

A specific client group or groups (please state):  
General Public  
Staff

**4. What type of strategy, policy, plan, project, contract or major change to your service is this? (Please tick)**

- New
- Revised
- Existing

**5. Responsible directorate and service**

Directorate: Environment

Service: Parking Services (Specialist Services)

**6. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service?**

- No
- Yes (please give details):

Advice from Procurement and Legal Services. Procurement and installation of CCTV cameras by the City Council CCTV service.

## 7. Potential impact

Please list and explain how this strategy, policy, plan, project, contract or major change to your service could **positively** or **negatively** affect individuals from the following equalities groups.

When answering this question, please think about:

- The results of relevant consultation that you or others have completed (for example with residents, people that work in or visit Cambridge, service users, staff or partner organisations).
- Complaints information.
- Performance information.
- Information about people using your service (for example whether people from certain equalities groups use the service more or less than others).
- Inspection results.
- Comparisons with other organisations.
- The implementation of your piece of work (don't just assess what you think the impact will be after you have completed your work, but also think about what steps you might have to take to make sure that the implementation of your work does not negatively impact on people from a particular equality group).
- The relevant premises involved.
- Your communications.
- National research (local information is not always available, particularly for some equalities groups, so use national research to provide evidence for your conclusions).

### **(a) Age** (any group of people of a particular age, including younger and older people)

Positive impact - Improvements involving painting and lighting and installation of CCTV cameras will make car park feel cleaner and brighter and help to improve the perception safety, this has been found to be of particular importance to our older customers who may feel more vulnerable using a public car park.

### **(b) Disability** (including people with a physical impairment, sensory impairment, learning disability, mental health problem or other condition which has an impact on their daily life)

Positive impact - The new LED lights will produce a whiter light tha will make the car park easier for visually impared custoemrs to use. We have also had comments from other customers that the whiter light makes it easier to see colours making it easier to find their car within the car park. Negative impact - possibile limited use of the x3 Blue Badge parking bays

**(c) Gender**

Positive impact

Improvements involving painting and lighting and installation of CCTV cameras will make car park feel cleaner and brighter and help to improve the perception safety, this has been found to be of particular importance to female customers.

**(d) Pregnancy and maternity**

No specific issues have emerged in relation to either the consultation process or the decision-making on initial project priorities.

**(e) Transgender (including gender re-assignment)**

No specific issues have emerged in relation to either the consultation process or the decision-making on initial project priorities.

**(f) Marriage and Civil Partnership**

No specific issues have emerged in relation to either the consultation process or the decision-making on initial project priorities.

**(g) Race or Ethnicity**

No specific issues have emerged in relation to either the consultation process or the decision-making on initial project priorities.

**(h) Religion or Belief**

No specific issues have emerged in relation to either the consultation process or the decision-making on initial project priorities.

**(i) Sexual Orientation**

No specific issues have emerged in relation to either the consultation process or the decision-making on initial project priorities.

**(j) Other factor that may lead to inequality (please state):**

No specific issues have emerged in relation to either the consultation process or the decision-making on initial project priorities.

## 8. If you have any additional comments please add them here

Whilst the refurbishment work is undertaken areas of the car park may be closed to the contractors safety on site. This will be carefully planned to ensure that the maximum number of parking spaces are kept available for public parking for the duration of the project.

We have accounted for additional parking which will be available in the nearby Grafton East car park.

Clear signage will be displayed in order to direct traffic and the electronic variable messaging system, showing the number of available car parking spaces, will be regularly corrected

## 9. Conclusions and Next Steps

- If you have not identified any negative impacts, please sign off this form.
- If you have identified potential negative actions, you must complete the action plan at the end of this document to set out how you propose to mitigate the impact. If you do not feel that the potential negative impact can be mitigated, you must complete question 8 to explain why that is the case.
- If there is insufficient evidence to say whether or not there is likely to be a negative impact, please complete the action plan setting out what additional information you need to gather to complete the assessment.

All completed Equality Impact Assessments must be emailed to David Kidston, Strategy and Partnerships Manager, who will arrange for it to be published on the City Council's website.

Email [david.kidston@cambridge.gov.uk](mailto:david.kidston@cambridge.gov.uk)

## 10. Sign off

Name and job title of assessment lead officer: Sean Cleary, Commercial Operations Manager

Names and job titles of other assessment team members and people consulted:

Parking Services

Martin Beaumont - CCTV Manager

Tim Ward - Exc Cllr , Env & Stgy

John Bridgwater - Procurement department

Legal Department

David Horsepool - Director of Resources

Simon Payne - Director of Environment

Date of completion: 15.03.13

Date of next review of the assessment:

## Action Plan

**Equality Impact Assessment title:**

**Date of completion: 15/3/13**

<b>Equality Group</b>	<b>Age</b>
Details of possible disadvantage or negative impact	n/a
Action to be taken to address the disadvantage or negative impact	n/a
Officer responsible for progressing the action	n/a
Date action to be completed by	n/a

<b>Equality Group</b>	<b>Disability</b>
Details of possible disadvantage or negative impact	Possible limited access to the 3 Blue Badge parking bays during works
Action to be taken to address the disadvantage or negative impact	Redirect users to alternative Blue Badge parking at Grafton East car park
Officer responsible for progressing the action	Sean Cleary
Date action to be completed by	October 2013

<b>Equality Group</b>	<b>Gender</b>
Details of possible disadvantage or negative impact	n/a
Action to be taken to address the disadvantage or negative impact	n/a
Officer responsible for progressing the action	n/a
Date action to be completed by	n/a

<b>Equality Group</b>	<b>Pregnancy and Maternity</b>
Details of possible disadvantage or negative impact	n/a
Action to be taken to address the disadvantage or negative impact	n/a
Officer responsible for progressing the action	n/a
Date action to be completed by	n/a

<b>Equality Group</b>	<b>Transgender</b>
Details of possible disadvantage or negative impact	n/a
Action to be taken to address the disadvantage or negative impact	n/a
Officer responsible for progressing the action	n/a
Date action to be completed by	n/a

<b>Equality Group</b>	<b>Marriage and Civil Partnership</b>
Details of possible disadvantage or negative impact	n/a
Action to be taken to address the disadvantage or negative impact	n/a
Officer responsible for progressing the action	n/a
Date action to be completed by	n/a

<b>Equality Group</b>	<b>Race or Ethnicity</b>
Details of possible disadvantage or negative impact	n/a
Action to be taken to address the disadvantage or negative impact	n/a
Officer responsible for progressing the action	n/a
Date action to be completed by	n/a

<b>Equality Group</b>	<b>Religion or Belief</b>
Details of possible disadvantage or negative impact	n/a
Action to be taken to address the disadvantage or negative impact	n/a
Officer responsible for progressing the action	n/a
Date action to be completed by	n/a

<b>Equality Group</b>	<b>Sexual Orientation</b>
Details of possible disadvantage or negative impact	n/a
Action to be taken to address the disadvantage or negative impact	n/a
Officer responsible for progressing the action	n/a
Date action to be completed by	n/a

<b>Other factors that may lead to inequality</b>	
Details of possible disadvantage or negative impact	n/a
Action to be taken to address the disadvantage or negative impact	n/a
Officer responsible for progressing the action	n/a
Date action to be completed by	n/a