

APPENDIX D

Equality Impact Assessment

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 or from any member of the Joint Equalities Group.

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

Cambridge City Centre Cycle Parking Project

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

Provision of additional cycle parking in the city centre to promote sustainable transport and reduce congestion and pollution.

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):
Disabled motorists

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: Streets and Open Spaces

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):

Cambridgeshire County Council

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)

N/A

(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)

Peas Hill: Relocation of existing disabled parking bay and removal of section of 'no waiting at any time' restriction.

Guildhall Street: Reduction of carriageway length covered by a 'no waiting at any time' restriction.

Jesus Lane: Reduction of existing disabled parking bay by one car length.

(c) Gender

N/A

(d) Pregnancy and maternity

N/A

(e) Transgender (including gender re-assignment)

N/A

(f) Marriage and Civil Partnership

N/A

(g) Race or Ethnicity

N/A

(h) Religion or Belief

N/A

(i) Sexual Orientation

N/A

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

N/A

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

Peas Hill:

Proposal will prevent the likelihood of drivers being blocked in the bay by goods vehicles using the adjacent loading bay, thereby improving access for disabled motorists and ensuring that the facility is available at all times, which is currently not the case.

The existing disabled parking capacity [four car lengths] will be maintained within the relocated disabled bay.

The loss of the 'no waiting at any time' restriction will remove the limited waiting available for disabled users, although data from the County Council shows that this is not as well used as the official disabled bay, with average usage of only 1 to 3 cars. This facility is also not reserved for disabled parking, it can also be used for loading activity, so cannot be guaranteed upon.

The relocation of the existing official disabled parking bay to this location will provide a far more reliable facility and significantly improve access and egress for vehicles.

The shopmobility centre and Grand Arcade Car Park are located nearby, which are both free for disabled motorists and provide excellent facilities for disabled users and provides any mitigation necessary for the loss of this unofficial facility.

Guildhall Street:

Although disabled badge holders may park at this location for a limited time this area of carriageway is not specifically allocated for this use and parking here causes difficulties for motorists attempting to turn around in the cul-de-sac. A suitable disabled bay for two cars is located on the same street along with more suitable sections of 'no waiting' restrictions that are also available for 3 hour periods, which are unaffected by this project.

Jesus Lane:

Reduction of existing disabled parking bay by one car length, from 9 to 8 spaces. Whilst the proposal will reduce the capacity of the disabled bay by one space, the remaining length will provide parking for up to eight cars. Evidence from parking audits shows that the bay is currently undersubscribed, with average usage of between 5 and 7, and a peak usage of 7. This data is provided by the County Council, which is collected by Civil Enforcement officers three times daily. This proposal is therefore not expected to have an impact on disabled motorists.

Following a significant amount of consultation no individuals or stakeholder groups have made representations concerning any of the potential impacts identified in 7(b), other than those raised at Environment Scrutiny Committee on 8th October 2013.

The City Council Access Panel has also recently been consulted on the latest proposals and had no objection to the proposed changes to disabled parking facilities.

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

10. Sign off

Name and job title of assessment lead officer:

Andy Preston - Project Delivery and Environment Manager

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

Iain Jones - Project Officer

Date of completion: 19/12/2013

Date of next review of the assessment: Immediately Prior to Construction

Action Plan

Equality Impact Assessment title:

Date of completion: 19/12/2013

Equality Group	Age
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

Equality Group	Disability
Details of possible disadvantage or negative impact	Reduction in parking for disabled badge holders on 'no waiting at any time' restrictions in Peas Hill.
Action to be taken to address the disadvantage or negative impact	None
Officer responsible for progressing the action	N/A
Date action to be completed by	N/A

Equality Group	Gender
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

Equality Group	Pregnancy and Maternity
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

Equality Group	Transgender
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

Equality Group	Marriage and Civil Partnership
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

Equality Group	Race or Ethnicity
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

Equality Group	Religion or Belief
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

Equality Group	Sexual Orientation
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

Other factors that may lead to inequality	
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