

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:

Programme of holding repairs to Queen Anne Multi Storey car park

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

The Council is currently considering options for the future of Queen Anne Terrace multi-storey car park, which is now over 40 years old. Essential structural and safety repairs including a lift refurbishment will be required over the next five years in order to ensure its safe operation, provide a safe environment to the public and officers of the Council, and protect future income streams whilst consideration is taken for its long term future

The priority works in the project will focus on carrying out essential structural repairs to the concrete and steel structure, to lay a new protective membrane of the roof, to replace or strengthen vehicle impact barriers throughout the car park, and address drainage problems. Refurbishing the lift will also be an early element of the programme of works. Annual inspections will review the precise programme for subsequent years.

The project will improve the safety of the current parking facilities and extend the useful life of the car park, thereby protecting potential future revenue streams to the Council from car parking.

It will contribute to ensuring that all customers have an entirely satisfactory experience of using the Council's services.

The refurbishment of the lift will help us maintain the Park Mark award, which is a police run safer parking scheme aimed at reducing crime and fear of crime in parking facilities. This refurbishment will however mean that the lift will be out of action for 1 or 2 weeks.

Parking services will liaise closely with the contractor to carefully plan the works to ensure that as much public parking remains available as possible and that works are not being carried out at potentially busy periods, so reducing the impact to the public and local businesses.

In the event of parking level closures or limited spaces we have capacity at the nearby Grand Arcade, Park Street, Grafton East/west car parks to accommodate 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 and contract design by Legal Services. Advice from Procurement dept.
The services of an external consultant who will be a structural surveyor will be employed to advise us on which essential repairs are required, to write the contractor specification and monitor the works.

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 - The refurbishment of the lift will make it seem cleaner and brighter and help to improve the perception of safety, this has been found to be of particular importance to our older customers who may feel more vulnerable using a public car park.

Negative impact - The lift will be out of action for 1 or 2 weeks whilst it is being refurbished.

(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 - These works will contribute to improving community safety, by reducing the risks of damage and deterioration of the car park structure.

Negative impact - possible limited use of the Blue Badge parking bays during works to ground floor level.

Alternative arrangements for Blue Badge parking on other levels of the car park and nearby on the street will be considered, alongside facilities within the other city centre car parks that can accommodate Blue Badge holders.

(c) Gender

Positive impact - The refurbishment of the lift will make it seem cleaner and brighter and help to improve the perception of safety, this has been found to be of particular importance to our female customers who may feel more vulnerable using a public car park.

Negative impact - The lift will be out of action for 1 or 2 weeks whilst it is being refurbished.

(d) Pregnancy and maternity

Positive impact - The refurbishment of the lift will make it seem cleaner and brighter and help to improve the perception of safety, this has been found to be of particular importance to our female customers who may feel more vulnerable using a public car park.

Negative impact - The lift will be out of action for 1 or 2 weeks whilst it is being refurbished.

(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 due to the contractors for 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.

The lift will be out of actions for 1 to 2 weeks whilst it is being refurbished. This will be managed by advising customers before they enter the car park so they can choose to park elsewhere if a lift is important to them, details will also be displayed on the Council website and through social media

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

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: Sean Cleary, Commercial Operations Manager

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

Parking Services

Tim Ward - Exc Cllr , Env & Stgy

John Bridgwater - Procurement department

Legal Department

Date of completion: 6/2/14

Date of next review of the assessment:

Action Plan

Equality Impact Assessment title:

Date of completion: 6/2/14

Equality Group	Age
Details of possible disadvantage or negative impact	The lift will be out of action for 1 to 2 weeks whilst it is being refurbished
Action to be taken to address the disadvantage or negative impact	Notices will be placed at the entry of the car park advising that the lift is unavailable and advising details of other car parks. Information will be placed on the website and on social media
Officer responsible for progressing the action	sean Cleary
Date action to be completed by	When lift is refurbished, date currently unknown

Equality Group	Disability
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	Gender
Details of possible disadvantage or negative impact	The lift will be out of action for 1 to 2 weeks whilst it is being refurbished
Action to be taken to address the disadvantage or negative impact	Notices will be placed at the entry of the car park advising that the lift is unavailable and advising details of other car parks. Information will be placed on the website and on social media
Officer responsible for progressing the action	Sean Cleary
Date action to be completed by	When lift is refurbished, date currently unknown

Equality Group	Pregnancy and Maternity
Details of possible disadvantage or negative impact	The lift will be out of action for 1 to 2 weeks whilst it is being refurbished
Action to be taken to address the disadvantage or negative impact	Notices will be placed at the entry of the car park advising that the lift is unavailable and advising details of other car parks. Information will be placed on the website and on social media
Officer responsible for progressing the action	Sean Cleary
Date action to be completed by	When lift is refurbished, date currently unknown

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