

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 Suzanne Goff, Strategy Officer on 01223 457174 or email suzanne.goff@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:

Replacement of car parking control equipment at Grafton East, West and Queen Anne Terrace Multi Storey Car Parks.

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

To replace the current aging parking operating system and equipment at Grafton East, West and Queen Anne Terrace multi storey car parks.

The new system will include pay on foot technology to control access to and facilitate payment for parking across the three multi-storey car parks, and enable the Council to explore other payment options such as web-based and cashless payment systems. This new equipment will also allow the introduction of pre booking facilities and mobile wallets

The new parking equipment will be the same as already installed at the Grand Arcade car park, this will give us one centralised and seamless operating system from the Grand Arcade and across the whole parking portfolio.

Cambridge City Council will need to comply with new payment card industry regulations for the processing of cashless and card parking payments and therefore, new card handling equipment is required. The new parking system will also need to be capable of delivering key objectives that will protect both the revenue and reputation of the council. This will enhance access to the car park and customer focused initiatives and promotions that can influence parking demand.

Will enhance the Blue Badge management system

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):
Blue Badge holders

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: Environmental Services

Service: 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):
 - Legal
 - Procurement
 - Audit
 - Finance
 - Parking Services
 - APT Skidata & Parkeon (parking equipment manufactures)
 - Intercom provider (Commend)
 - Northgate - ICT

7. Potential impact

(a) Age (any group of people of a particular age, including younger and older people – in particular, please consider any safeguarding issues for children and vulnerable adults)

Any change of equipment may be a challenge to vulnerable adults. This will have to be offset by clear and concise instruction that is easily understandable. Parking staff to provide onsite support and assistance via face to face interaction and intercom systems.

(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)

The design and functioning of the new equipment is designed to accommodate able and disabled people's abilities. This has been achieved by working in partnership with the equipment manufacturer and disabled groups ie: DMUK

(c) Gender

N/A

(d) Pregnancy and maternity

The use of easily accessible functions with the ability to receive e-tickets/coupons will prevent people from having to bend over to pay and receive their tickets. This will be achieved in partnership with the successful manufacturer

(e) Transgender (including gender re-assignment)

N/A

(f) Marriage and Civil Partnership

N/A

(g) Race or Ethnicity

The new equipment will have a multi lingual display screen to accommodate the needs of different ethnicities and races

(h) Religion or Belief

N/A

(i) Sexual Orientation

N/A

(j) Other factors that may lead to inequality – in particular – please consider the impact of any changes on low income groups or those experiencing the impacts of poverty (please state):

The installation of new equipment should have no effect on inequality

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

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 Suzanne Goff, Strategy Officer, who will arrange for it to be published on the City Council's website.
Email suzanne.goff@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:
Julie Jackson –Project and Commercial Officer
Douglas Streater - Project and Commercial Officer

Date of completion: 21.10.15

Date of next review of the assessment: 01.10.17

Action Plan

Equality Impact Assessment title:

Date of completion: 21/10/15

Equality Group	Age
Details of possible disadvantage or negative impact	New equipment may be a challenge to vulnerable elderly adults
Action to be taken to address the disadvantage or negative impact	Clear and concise easily understandable directions displayed.
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Disability
Details of possible disadvantage or negative impact	Design of new payment machines may possibly make it difficult for disabled people to pay for their parking
Action to be taken to address the disadvantage or negative impact	Consideration will be taken to ensure new equipment can accommodate disabled people's needs. This will be done by working in partnership with the successful equipment manufacturer and disabled groups.
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Gender
Details of possible disadvantage or negative impact	Function of payment machines may require a person to bend down to access the functions
Action to be taken to address the disadvantage or negative impact	Evaluating the equipment tenders to make sure that the new equipment can accommodate the needs of this particular group.
Officer responsible for progressing the action	
Date action to be completed by	

Appendix B

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

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

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

Appendix B

Equality Group	Race or Ethnicity
Details of possible disadvantage or negative impact	People not understanding the instructions for payment
Action to be taken to address the disadvantage or negative impact	The new equipment will have a multi lingual display screen to accommodate the perceived needs of different ethnicities and races.
Officer responsible for progressing the action	
Date action to be completed by	

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

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

<p>Other factors that may lead to inequality – <u>in particular</u> – please consider the impact of any changes on low income groups or those experiencing the impacts of poverty (please state):</p>	
<p>Details of possible disadvantage or negative impact</p>	
<p>Action to be taken to address the disadvantage or negative impact</p>	
<p>Officer responsible for progressing the action</p>	
<p>Date action to be completed by</p>	