

Equality Impact Assessment (EIA)	
Title of policy/proposal and EIA number	Central and Feathers Yard car parks refurbishment
Date of assessment	19/12/2019

Overview

This EIA considers the impact of the implementation of the proposed refurbishment works in Central and Feathers Yard car parks on the protected characteristics groups and the implications for the Public Sector Equality Duty (Equality Act 2010). Where any adverse impact is identified, mitigating actions will be considered.

1. What is being introduced/amended and why? What are the anticipated outcomes?

A detailed condition survey has been carried out in Central car park and Feathers Yard car park and the following improvement works are proposed:

- Improved parking bay widths to meet current standards – all bays to be 2.4 x 4.8m, and 6m wide search lanes.
- New marked pedestrian walkways to improve safety.
- Reorienting the payment machines (to face North) to minimise screen glare
- The creation of a new 'EV Charging Hub' in Feathers Yard which will involve the relocation of the 2 rapid EV charging points from Central to Feathers Yard. These proposals are covered in a separate Portfolio Holder report.
- Creation of 6 parent/child parking bays.
- Relocation of some of the accessible parking bays, to improve accessibility to the main shopping centre.
- New accessible parking bays will be wider to meet current standards. The total number of accessible parking bays would be reduced from 21 to 16 in both car parks (which still meets the council's own standards and industry best practice). Mitigation actions are proposed (Section 4).
- Relocate the recycling banks in Central car park to Southern Yard car park. Central car park is very busy and even the location of a small recycling bring site would cause considerable congestion when waste collection vehicles empty the banks. Proposals to enhance Southern Road car park will be developed in 2020/21, and this is likely to include creating a dedicated drop off zone beside the recycling banks.

2. Who is intended to benefit from the policy/proposal etc.?

All users of Central car park and Feathers Yard car park should benefit from these improvements. There is also a benefit to people with small children in terms of the provision of parent/child spaces and there are also benefits for disabled people which are noted below.

3. Using the table on the next page, identify who is affected by the policy/proposal etc. and explain if it has a differentially* positive/negative or neutral impact on this/these group/s (read the notes below before you start)

* A 'differential impact' is when a policy/proposal etc. has a different impact on certain groups compared to others (positive = promotes equality or negative = disadvantages/ could discriminate). A 'neutral' impact is when something is generally positive or negative for everyone.

Consider how the policy/proposal demonstrates due regard to the aims of the Public Sector Equality Duty (PSED)**:

- a. Eliminating discrimination/harassment - furthering equal opportunities, removing/minimising disadvantage, could it disadvantage certain group/s?
- b. Advancing equality of opportunity - meeting needs of specific groups, encouraging participation, could it specifically support certain group/s?
- c. Promoting good relations between different groups - promoting understanding or integration between groups, could the proposal build better relationships between communities?

**For marriage and civil partnership, legislation requires you only need to demonstrate how you would eliminate unlawful discrimination, harassment and victimisation.

IMPORTANT: Give brief reasons and **evidence** for your decision. Consider borough equality and diversity profile information, service monitoring data, census statistics, other organisations EIAs, customer consultation, etc. For any negative impact identified, describe actions already taken to address it. **Any planned actions to enhance a policy/proposal or address issues must be identified in section 5.**

Pregnancy or Maternity	People who are pregnant/on maternity leave	This proposal would have differentially positive impact on those with small children by introducing parent and child spaces.		
Other	Low income/benefits/unemployed			
	Living in rural area			
	Poor literacy/Numeracy			
	Caring responsibilities	The new accessible parking bays will be wider to meet current standards, which will improve accessibility.		

4. Summarise details of any research or consultation carried out to evidence your comments in the table.

The council's Supplementary Planning Document (July 2018) requires developers of non-residential developments such as retail or food/drink to provide 5% of parking spaces for accessible parking. This would equate to 8 accessible parking bays (rounded up from 7.1) in Central car park and 1 space (rounded up from 0.6) in Feathers Yard. As shown below, there is currently an over-provision of accessible spaces in Central car park and Feathers Yard car park in respect of these parking standards.

	Number of accessible parking spaces required	Current Number of accessible parking spaces provided	Proposed number of accessible parking spaces
Central car park	8	15	11
Feathers Yard car park	1	6	5

The proposed scheme retains 11 accessible bays in Central car park and 5 accessible bays in Feathers Yard. The new accessible bays are slightly wider to meet current standards which results in an overall reduction in the number of spaces provided.

A survey was carried out between 22 June and 8 July 2019 to log the number of empty accessible parking bays – this included mornings, afternoons and weekends. An average of 4 spaces were unoccupied during the period of this survey. Blue badge holders will also be able to park in the 6 new parent/child spaces (which meet the same spacing standards as accessible parking bays), and indeed anywhere else in the car park for free.

5. List any actions resulting from this assessment – either to enhance a policy/proposal or to mitigate/address any negative impact identified (these should be included in, and monitored as part of, your Business Unit Plan).

Action	Officer Responsible	Target date
We will monitor usage of the accessible spaces, and consider future revisions. We will discuss this proposal with the local Access4All working group to explore any other opportunities to improve accessibility.	Parking Manager	End of 2020/21
We will communicate the proposed changes to the public via a range of channels. The new accessible parking spaces will be clearly marked, and therefore easily identifiable.	Parking Manager	March 2020