

## Appendix B

# Equality Analysis

### 1. Background Information

1.1 Evaluation of evidence – Thorpe Bay Gardens

1.2 Department:- Traffic and Highways

1.3 Service Area: Business Change and Development

1.4 Date Equality Analysis undertaken: 16/08/2022

1.5 Names and roles of staff carrying out the Equality Analysis:

Name	Role	Service Area
Alistair Turk	Senior Policy Manager	Traffic and Highways

1.6 What are the aims or purpose of the policy, service function or restructure that is subject to the EA?

#### **Evaluation of evidence – Thorpe Bay Gardens.**

1.7 What are the main activities relating to the policy, service function or restructure?

#### **Evaluation of evidence:-**

- The conveyance and restrictive covenants relating to the amenity land known as Thorpe Bay Gardens;
- Alleged evidence of ongoing anti-social behaviour submitted by a resident of Thorpe Bay Gardens;
- All anti-social behaviour reports to the Community Safety team under the PSPO for Thorpe Bay Gardens between July 2019 and July 2022;
- Police evidence in relation to anti-social behaviour on Thorpe Bay Gardens.
- Legal powers under the Road Traffic Regulation Act 1984.

## 2. Evidence Base

- 2.1 Please list sources of information, data, results of consultation exercises that could or will inform the EA.

Source of information	Reason for using (e.g., likely impact on a particular group).
Residents submitted evidence	Part of the evaluation of evidence of alleged anti-social behaviour
Conveyance of amenity land known as Thorpe Bay Gardens	Consideration of restricted covenants that may apply to the discharge of Council functions
Public space protection orders – guidance for councils	Establishes framework for councils wishing to implement a PSPO
Feedback from police and community safety team	To establish the actual number of reported incidents of anti-social behaviour in Thorpe Bay Gardens

Please Note: reports/data/evidence can be added as appendices to the EA.

- 2.2 Identify any gaps in the information and understanding of the impact of your policy, service function or restructure. Indicate in your action plan (section 5) whether you have identified ways of filling these gaps.

N/A.

## 3. Analysis

- 3.1 An analysis and interpretation of the impact of the policy, service function or restructure should be undertaken, with the impact for each of the groups with '*protected characteristics*' and the source of that evidence also set out against those findings.
- 3.2 In addition, the Council has identified the need to assess the impact of a policy, service function or restructure on carers, looked after children (as part of the age characteristic) as well as the socioeconomic impact of different groups, such as employment classifications.

Initial assessment of a perceived impact of the policy, service function or restructure. The impact can be positive or negative (or in some circumstances both), none or unclear:

	Impact - Please tick				
	Yes			No	Unclear
	Positive	Negative	Neutral		
<b>Age (including looked after children)</b>	X				
<b>Disability</b>	X				X
<b>Gender reassignment</b>					X
<b>Marriage and civil partnership</b>					X
<b>Pregnancy and maternity</b>	X				
<b>Race</b>					X
<b>Religion or belief</b>					X
<b>Sex</b>					X
<b>Sexual orientation</b>					X
<b>Carers</b>					X
<b>Socio-economic</b>	X				

Descriptions of the protected characteristics are available in the guidance or from: [EHRC - protected characteristics](#)

- 3.3 Where an impact has been identified above, outline what the impact of the policy, service function or restructure on members of the groups with protected characteristics below:

	Potential Impact
<b>Age</b>	The ability for visitors to park and enjoy the views and sunset in the evening from parked vehicles
<b>Disability</b>	The ability for visitors to park and enjoy the views and sunset in the evening from parked vehicles
<b>Gender reassignment</b>	Unclear
<b>Marriage and civil partnership</b>	Unclear
<b>Pregnancy and maternity</b>	The ability for visitors to park and enjoy the views and sunset in the evening from parked vehicles
<b>Race</b>	Unclear
<b>Religion or belief</b>	Unclear
<b>Sex</b>	Unclear
<b>Sexual orientation</b>	Unclear
<b>Carers</b>	Unclear
<b>Socio-economic</b>	The ability for visitors to park for free and enjoy the views and sunset in the evening from parked vehicles

#### 4. Community Impact

- 4.1 There were problems of anti-social behaviour caused by speeding vehicles on Thorpe Bay Gardens in 2019. This was resolved by the Council introducing speed humps. The Council also introduced a Public Space Protection Order in 2019 (PSPO) covering the central Southend and seafront area which includes the public highway and public open space known as Thorpe Bay Gardens.

- 4.2 Since the introduction of traffic calming measures and the PSPO in 2019 there have been no reported incidents of anti-social behaviour in Thorpe Bay Gardens for the last 3 years. The original proposal to introduce waiting restrictions as a measure to combat an alleged anti-social behaviour problem is not a legitimate reason for introducing a traffic regulation order. If the Council were to proceed, there is a significant risk of legal challenge and reputational damage to the authority and wider community.
- 4.3 There is not a traffic or highway safety issue with vehicles parking on the south side of the highway particularly in the evening. Removing the ability to park would not serve any traffic or highway safety purpose and would impact on the ability for non-residents in the wider community from parking to enjoy the views. This would particularly impact those in the community who have mobility issues or difficulty standing for lengthy periods. The officer recommendation for maintaining the status quo is provides the best solution for the wider community.

## 5. Equality Analysis Action Plan

Planned action	Objective	Who	When	How will this be monitored (e.g., via team/service plans)
No proceed with previous decision	Maintain status quo	Traffic Regulations Working Party	Q3 meeting	Community Safety Team

Julie Nash (BC&D service manager): .....  .....

Signed (Director): .....  .....

John Burr (Executive Director, Neighbourhoods and Environment) (Interim)

Once signed, please send a copy of the completed EA (and, if applicable, CCIA)

to Sarah Brown [Sarahbrown@southend.gov.uk](mailto:Sarahbrown@southend.gov.uk).