

Equality Analysis

To be completed following the initial screening sheet

Green text is additional guidance and can be deleted when finalising the Equality Analysis

Name of policy, service function, or restructure requiring an Equality Analysis	Review of minimum vehicle hardstanding sizes as part of the vehicle crossover policy
Department	Traffic & Highways
Service Area	Business Change & Development
Date Equality Analysis Undertaken	07/02/2023
To be reviewed every:	12 months

1. Names and roles of staff carrying out this Equality Analysis (EA):

Name	Role	Service Area
Alistair Turk	Senior Policy & Compliance Manager	Business Change & Development

(EAs are most effective when they take a wide range of views into consideration. You may wish to discuss your EA with your wider team and/or members of the [staff forums](#))

2. Evidence Base

2.1 Sources of information

Table 1

Source of information	Reason for using (e.g., likely impact on a particular group).
Traffic Advisory Leaflet 5/95	Minimum parking bay sizes for Blue Badge parking
British Parking Association Parking Bay Sizes	UK parking trade association guidance on parking bay sizes
Essex Legal Services	Legal Opinion
Parking bay standards adopted by neighbouring authorities	Benchmarking
Media articles - The AA, The Times	Are cars getting too big for parking bays? Ministers support increase in parking bay size
Electric Vehicle ownership – RBKC, LBH&F, Brighton & Hove CC, UK car sales	Review of EV ownership levels and relationship to off-street parking bay standards

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

2.2 Gaps in information or data

Are there any information gaps and data? Do the gaps relate to any protected characteristics?

Describe the gap(s) and the impact this has on your ability to complete the EA.

(Please also indicate in your action plan (section 5) whether or not you have identified ways of filling these gaps.)

3. Carrying out your analysis

3.1 Impact assessment

You should now undertake an analysis of the impact of the policy, service function or restructure on the protected characteristic groups and additional groups, using the table below to record your conclusions. A checklist of the protected characteristics is available [here](#) for ease of reference.

Table 2

	Impact - Please tick				
	Yes			No	Unclear
	Positive	Negative	Neutral		
Age (including looked after children)		X			
Disability		X			
Gender reassignment					X

Marriage and civil partnership				X	
Pregnancy and maternity		X			
Race				X	
Religion or belief				X	
Sex				X	
Sexual orientation					
Carers		X			
Socio-economic				X	

3.2 Results of your analysis

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

Table 3

	Potential Impact
Age	If the report recommendations are not accepted the risk of vehicles overhanging footways will increase resulting in additional hazards to pedestrians from obstructions, trips, and falls, particularly those less able to move about due to age or infirmity.
Disability	As above. This will significantly impact disability groups; <ol style="list-style-type: none"> 1. partially sighted who use the back edge of footways as an aid to movement guide. 2. wheelchair users being obstructed from using the footway due to overhanging vehicles or pushed into the carriageway and oncoming vehicular traffic.
Gender reassignment	
Marriage and civil partnership	
Pregnancy and maternity	As above. This will significantly impact people pushing baby buggies or with young children prevented from using the footway due to overhanging vehicles or pushed into the carriageway and oncoming vehicular traffic.
Race	N/A
Religion or belief	N/A
Sex	N/A
Sexual orientation	N/A
Carers	If the report recommendations are not accepted the risk of vehicles overhanging footways will increase resulting in additional hazards to pedestrians from obstructions trips and falls. This will significantly impact wheelchair users blocked from using the footway due to overhanging vehicles or pushed into the carriageway and oncoming

	vehicular traffic; partially sighted who use the back edge of footways as an aid to movement guide.
Socio-economic	

4. Community Impact

You may also need to undertake an analysis of the potential direct or indirect impact on the wider community when introducing a new/revised policy, service function or restructure. The template is [here](#).

5. Equality Analysis Action Plan

Use the below table to set out what action will be taken to:

- Ensure a full analysis of the impact of the policy, service function or restructure is undertaken.
- Mitigate/address identified negative impacts or unlawful prohibited conduct.
- Promote improved equality of opportunity and to foster good relations.

Also describe how the action plan will be monitored and at what intervals.

Table 4

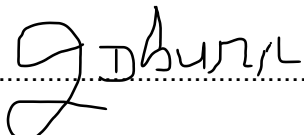
Planned action	Objective	Who	When	How will this be monitored (e.g., via team/service plans)
Adoption of report recommendations	The recommendations will provide the	Traffic & Highway inspections	As observed	Via team service plans and annual

	appropriate legal framework to enable accessibility safety standards to be maintained/enhanced and allow for legal enforcement where infringement occurs	team/enforcement officers	and required	reports to TRWP

The conclusions of this Equality Assessment will be embedded in future decision making



Signed (lead officer):

Signed (Executive Director/Head of Service): 

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

to Angela Dress Angeladress@southend.gov.uk.

All Equality Analyses are recorded on Pentana and reported to CMT and DMT's on a quarterly basis.