

Appendix 2 - Proposed PEP 2021-26

Equalities impact assessment (EIA)

July 2021

**London Borough of Hackney
Equality Impact Assessment Form****Title and purpose of this Equality Impact Assessment:**

Proposed Parking and Enforcement Plan (PEP) 2021-26 - summary paper

Purpose of this Equality Impact Assessment:

The proposed Parking and Enforcement Plan (PEP) 2021-26 has been developed by the Council's Parking, Markets and Street Trading Service to improve parking conditions in the borough. It will provide a strong policy framework to guide the Council's parking management activities. The proposed PEP 2021-26 (if approved) is set to replace the current PEP 2021-26 and will be the fourth iteration.

The Equality Impact Assessment reviews the possible impacts on the following stakeholders - residents (including those that live on estate), people with disabilities, businesses, health workers/NHS, visitors, Hackney staff and Hackney partners. It will also provide mitigation and an action plan over the lifespan of the PEP.

Officer Responsible: (to be completed by the report author)

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Directorate: Neighbourhood and Housing	Department/Division: Parking, Markets and Street Trading Service

Director: Ajman Ali **Date:****Comment :****PLEASE ANSWER THE FOLLOWING QUESTIONS:**

- 1. Please summarise the service, function, policy, initiative or saving.**
Describe the key objectives and outcomes you expect. Make sure you highlight any proposed changes.

The proposed PEP 2021-26 has been developed by the Council's Parking, Markets and Street Trading Service, (referred to as Parking Services throughout this report) to improve parking conditions in the borough. It aims to provide a strong policy framework to guide the Council's parking management activities. The proposed PEP 2016-21 (if approved) is set to replace the current PEP 2015-20 and will be the fourth iteration.

The vision, direction and policies set out within this PEP are largely centred around the Council's "Rebuild a Greener Hackney" strategy and commitment to excellent customer service. The key themes in the PEP are as follows:

- supporting the creation of sustainable streets for everyone, by re-prioritising more of our kerbside space to supporting greening the borough, and sustainable transport
- providing high quality, customer focused services that respond to the needs of our residents, businesses and visitors
- encouraging fewer private vehicles on our roads and a switch to cleaner vehicles
- consolidating a fair, proportionate and transparent enforcement service to deliver high levels of compliance, and robustly tackle fraud
- delivering a consistent approach to parking products and services on all council-managed estates.

The PEP is broken into a number of chapters that cover different areas of parking policy. These chapters also have a number of policy recommendations that aim to help the service achieve the objectives outlined in the paper and adapt to the changing needs and demands of the future. The chapters in the PEP are outlined below:

- supporting sustainable transport
- customer service
- parking zones
- permits and vouchers
- parking provision and services
- compliance and enforcement
- crime, fraud and misuse
- consultations.
- equality and diversity.

Some of the key recommendations in the PEP are as follows:

- introduction of a 13 band charging structure for permits - increased from five.
- free electric roamer permit - allowing electric vehicles to move freely around the borough between the hours of 10:00 and 15:00

- to introduce emissions based charging on estates - this works to harmonise estate and on-street parking arrangements
- extension of eligibility of a number of parking products onto estates including: All zone permit, film voucher, dispensation waiver, (proposed) community support permit
- emissions based charging on estates
- harmonising estate visitor voucher prices so they match on-street visitor voucher prices
- 100% cashless parking for short stay (pay and display).
- extending the eligibility and changing the name of the health and social care permit (to be named community support permit)
- allowing Blue Badge holders to park in permit bays.

In addition, the PEP recommends that Parking Services supports a number of council-wide initiatives that will not be led by the service, but will instead be included in the PEP for clarity purposes. The council-wide recommendations will also provide a complete overview of the work which Parking Services intends to carry out during the lifespan of the PEP.

Key affected groups

The PEP has a wide reaching impact as parking affects all groups in Hackney. Parking Services have identified the following key groups which will be affected by proposals:

- residents who live in an on-street property
- residents who live on an estate property
- health/ social care/ NHS workers
- businesses
- visitors
- residents with disabilities
- hackney staff/ Other hackney service area
- partners.

Estate residents are one of the key groups which will be affected by the proposed PEP. The proposed PEP is the first of its kind to include all parking on Hackney estates, and follows the proposed transfer of ownership of parking policy from Housing Services to Parking Services. Subject to its approval the PEP will also be the first attempt by the Council to harmonise on-street and estate parking policy, which will include many changes to the way in which parking is managed on estates.

Borough-wide consultation

In order to ensure that the policies proposed within the PEP are fit for purpose, Parking Services plans to conduct a full scale consultation with the public and other stakeholders from 16 August 2021. The consultation is planned for a period of 13 weeks to allow for a bank holiday and religious festivals and will largely be conducted via paper and online versions of a questionnaire, as well as a number of engagement sessions. Groups that are most affected by the proposals will be engaged more thoroughly in order to ensure that they have ample opportunity to comment on proposals that affect them. The consultation is also discussed further within section 3 of this report.

2. Who are the main people that will be affected? Consider staff, residents, and other external stakeholders.

1. Residents who live in an on-street property

Residents who live at an on-street property are those who reside in Hackney within a property that is not owned or managed by either Hackney Housing or other private housing associations within the borough.

If they do not live in a car free development as stipulated within their section 106 agreement, this group is usually entitled to a resident permit. These are issued to customers whose main home is within a parking zone in Hackney. Residents permit holders are entitled to purchase one on-street parking permit per person for a vehicle and/or one parking permit per person for a motorcycle.

2. Residents who live in a Hackney Council estate

Residents who live in a Hackney Council estate are residents that reside in a property where the building is either managed or owned by Hackney Housing Services. Housing estate residents are generally able to purchase one estate permit per household (depending on the estates availability) and one permit per person on-street.

Hackney Council estates are home to a diverse population of people with different parking needs. The estates residents which fall under protected characteristics (such as estate residents with a disability) will be discussed in the relevant section.

This PEP is the first that includes a breakdown of all the parking policies applicable to estates residents. This follows the transfer of ownership of parking policy in Hackney

from Housing Services to Parking Services. Estate residents are likely to be affected by a number of proposals in the PEP as Parking Services are working towards the objective of aligning all parking products and services that are available on-street (and appropriate) to estates. An analysis of how these recommendations could affect estates residents if agreed will be conducted in section 4a and b of this report.

3. Health/ social care/ NHS workers (referred to in the report as “Health and social care workers”)

Health and social care and NHS workers are people who work in the health and social care sector, this covers a variety of professions and services such as adult social care, nursing and general practitioners. Health, social care and NHS workers are one of the largest employment groups in the borough. Over the past year during the coronavirus pandemic normal parking arrangements have been disrupted by the introduction of an exemption list which has supported parking for key workers in the borough. Following the cessation of the key worker exemption list the PEP has attempted to make extra provisions for key health and social care related workers through the community support permit (which will be discussed further in section 4a).

Health and social care workers are also subject to many of the enforcement measures applicable to other groups such as residents and businesses. They must therefore be made aware of how any proposed changes within the PEP may affect them.

Health and social care workers who live within the borough are entitled to the same permits and vouchers as other residents. If their workplace is within the borough through their organisation they can also apply for a health and social care permit as long as they fit the eligibility criteria (30% of their time on the road visiting patients providing care in the community). It is proposed to revise the health and social care permit in this PEP to expand its eligibility and include other organisations that provide key care in the community.

4. Businesses

Businesses in Hackney help to drive the local economy and provide employment for local people. The PEP recognises the need for a fit and sustainable local economy and proposes to support sustainable transport options for businesses through the implementation of considerate EVCP parking policy. This includes the proposed introduction of free electric vehicle permits for businesses over the next five years.

Businesses that have a premise within the borough are able to apply for a business permit. Business permits enable businesses who have essential use of a vehicle for their

business practices to park in their home zone. Businesses can apply for five business permits per premise, each permit can have three vehicles on it but can only be used by one vehicle at a time.

5. Visitors to the borough

Hackney needs to continue to encourage visitors to the borough but to do so sustainably and to prioritise parking for those who really need it. The Council has recommended that visitor parking is not prioritised over other types of parking within the planned hierarchies of both parking needs and kerbside space. This is in order to ensure that parking supply is maintained for groups with greater access needs and for vehicles which will contribute to lower emissions, a reduction in shorter car journeys, and to servicing local businesses and residents. Residential parking is also prioritised over short stay and visitor parking.

Visitors to the borough generally use two of our products and services, namely short stay (pay and display) parking and visitor vouchers. This PEP proposes a number of changes to short stay parking largely in pursuit of the Council's sustainability objectives these include:

- A differential pricing structure for short stay parking based on vehicle emissions and locations including a petrol and diesel surcharge
- 100% cashless parking (with the expansion of pay points for customers who still want to use cash)
- Increasing price of visitor vouchers by 15% to support public transport as a viable option to drivers
- 50p per hour charge for all electric vehicles in short stay parking areas

6. Residents with disabilities

In Hackney, we provide parking for people with disabilities and Blue Badges. Blue Badge holders are given top priority within the Council's hierarchy of parking needs which allows visiting Blue Badge holders to park in pay and display bays, shared used and general use disabled bays.

Hackney residents with a Blue Badge can park in the locations mentioned above and are also entitled to a companion e-badge. The companion e-badge allows Blue Badge holders to park in their home parking zone without a need to display their Blue Badge. This helps to increase security against acts of Blue Badge theft.

7. Hackney Council staff/ other services

Hackney Council staff and other services are subject to the same rules in the proposed PEP 2021-26 as all other stakeholders. The hierarchies of parking needs and kerbside space do not support commuter parking and visitor parking within the borough remains Hackney Council's lowest priority. Council's staff are encouraged to travel into work sustainably and service areas that use a vehicle in the day-to-day operationally to use sustainably vehicle fleets.

Council officers who are required to drive as part of their role can apply for and use an internal all zone parking permit. In order to prioritise space for residents, all-zone permits issued to Council officers cannot be used in resident-only bays in Parking Zone D surrounding the Council civic campus which includes Eleanor Road, Florfield Road, Penpoll Road, Reading Lane, Royal Oak Road, Sylvester Road, Wilton Way.

8. Hackney Council partners

The Council works to support our partners in delivering key services in the borough such as the police, fire brigade, car club providers etc.

Currently the police and the fire brigade can apply for an external all zone parking permit for their non-marked vehicles providing essential services in the borough. Liveried police or fire brigade vehicles are exempt from parking controls if they are being used in the line of duty when parked.

Car club providers offer either a dedicated bay service where vehicles are picked and returned to the same location or a floating car club which allows a point-to-point pick up and drop off. Parking Services provides parking bays or space across the borough to facilitate this service. As the Council continues to promote sustainable travel options over the use of a private vehicle, proposals are in place to move car club priority above resident parking in the hierarchy of parking needs.

9. Protected characteristics

Protected characteristics	How the new Parking and Enforcement Plan (PEP) would impact them
Age	The PEP generally affects only those who are 16 years old or older who can drive a motorcycle, car or a van.

	<p>The move toward technological solutions in the PEP may impact older residents who in general possess less competence in ICT solutions, however, the PEP ensures there are still alternatives where technological solutions are favoured.</p>
Disability	<p>The PEP consultation and the policies contained within it would generally not impact this protected characteristic to any significant level.</p> <p>If the proposals are accepted, during the consultation effort will be made to reach out to disability groups to ensure that they are consulted regarding proposals, however, no specific drop in session or consultation event will be held. This is due to the nature of the recommendations in the PEP and nothing negatively impacting disabled residents.</p> <p>There could be some positive impacts for disabled residents as the Council proposes to continue to move towards tackling Blue Badge fraud and misuse through new means and have proposed to allow Blue Badge holders to park in resident and shared use bays.</p>
Gender reassignment	<p>If the proposals in this report are accepted, the PEP from consultation to any possible implementation of recommendations will not have any particular impact on this characteristic</p>
Marriage and civil partnership	<p>If the proposals in this report are accepted, the PEP from consultation to any possible implementation of recommendations will not have any particular impact on this characteristic</p>
Pregnancy and maternity	<p>If the proposals in this report are accepted, the PEP from consultation to any possible implementation of recommendations will not have any particular impact on this characteristic</p>
Race	<p>If the proposals in this report are accepted, the PEP from consultation to any possible implementation of recommendations will not have any particular impact on this characteristic</p>

Religion/belief (including non-belief)	It is proposed that religious groups are no longer offered non-enforcement of parking suspensions to facilitate religious festivals in this PEP. This had equality considerations as the Council needed to balance the needs of all the residents in the borough including those who live around places of worship. During the consultation effort will be made to contact religious organisations and leaders.
Sex	If the proposals in this report are accepted, the PEP from consultation to any possible implementation of recommendations will not have any particular impact on this characteristic
Sexual orientation	If the proposals in this report are accepted, the PEP from consultation to any possible implementation of recommendations will not have any particular impact on this characteristic

3. What research or consultation(s) have been carried out? Please provide more details, together with a summary of what you learned.

1. Pre-consultation

Engagement within Parking Services

A key part of the formation of the Parking and Enforcement Plan (PEP) included engaging with Hackney Council stakeholders and staff members who could provide effective knowledge to help formulate the proposals in the plan.

The Parking Policy Team within Parking Services held many internal “PEP project board meetings” with senior managers and staff members in Parking Services to get their input into the plan. They covered the following areas:

- ULEV
- footway parking
- CCTV and enforcement
- hierarchy of kerbside space
- engaging the community
- parking provisions and services
- visitor vouchers

- sustainable transport
- permits
 - health and social care
 - business
 - market trader
 - car club
 - doctor's
 - all zone
 - resident
- estates
- parking zones
- parking supply and charges
- PEP objectives
- PEP recommendations.

From these meetings the Parking Policy Team were able to refine the proposals in the PEP to ensure that they were fit for purpose. This was achieved by utilising the knowledge base within Parking Services and was especially important when chapters in the PEP contained technical details which needed consultations with staff who possess the relevant knowledge.

Engagement with internal stakeholders (outside parking services)

Parking Services also engaged with other internal stakeholders who would be directly impacted by the proposals in the PEP. These included:

- Streetscene Service.
- Land, Water and Air Service.
- Housing Services
- Adult Social Care Services.

Streetscene and Land Air and Water Services were consulted during the drafting of the objectives and recommendations of the PEP and were given draft copies and draft chapters of the PEP to review. Feedback was received as comments on these documents and also through a monthly meeting held between Streetscene, Land, Water and Air and Parking Services.

Two meetings were held with Housing Services and the Housing Participant Engagement Team to determine how best to engage with Hackney Housing estate residents. This group is anticipated to be one of the most affected by the proposals in the PEP following the proposed transfer of Housing estate parking policy to Parking

Services. The Housing participant engagement team also provided some key avenues to access housing resident group leads and suggested methods of engagement.

The Parking Policy Team approached Adult Social Care Service to enquire about their parking needs, particularly following the changes that have happened over the past year and throughout the coronavirus pandemic. This group informed Parking Services about some key elements of their own service that work within the community and spend much of their time on the road. This also directly impacted the proposal to change the Health and Social Care Permit into the Community Support Permit.

2. Borough-wide consultation

Consultation approach

If approved, Parking Services will also carry out a borough-wide consultation in order to receive the views of key internal and external stakeholders. These include residents, businesses, local communities, visitors and workers in the borough.

The consultation process would start on 16 August 2021 for a period of 13-weeks. It is aimed to reach as many individuals and organisations as possible during the consultation, with the quality of responses taking precedence over the number of responses received.

Stakeholder consultation

Stakeholders and key partners would be offered an online meeting to discuss the proposals and provide feedback during the consultation. These include but are not limited to:

- Hackney borough police
- Hackney Housing
- London Councils
- Members
- NHS Primary Trust
- Streetscene
- The Department for Transport
- Transport for London.

Key internal and external stakeholders would be sent an email or letter detailing the proposed recommendations. They would be asked for their feedback and offered a chance to discuss the draft proposals in person in a one to one meeting or focus group

(for hard to reach groups). All the findings from these stakeholder consultations will be used to shape the final proposal.

Public consultation

If approved, the consultation will be available through the Council's online feedback portal (citizen space). All permit holders in the borough would be sent a consultation pack by email or otherwise be sent one by post if they previously applied by post for products and services. Additional consultation packs will also be available on request.

There would be a range of engagement tools used to maximise both stakeholder and community engagement. This includes:

- Communications campaign – this includes advertising on the Hackney website homepage, intranet and internal communications platforms such as staff headlines.
- Consultation pack consisting of a booklet and questionnaire – this will explain why we are consulting and the options available. A questionnaire will also be produced which poses questions on the proposals and invites consultees to make general comments on the proposed PEP 2021-26. The booklet and questionnaire will be sent to all parking permit holders and a link to the consultation will also be available on our website and in Hackney Today or local newspaper. The consultation pack will also be available in receptions and all Hackney libraries.
- Drop-in-sessions – to inform and raise awareness of the consultation and explain the proposals in full, in person either face to face or online. The sessions will be advertised in the consultation materials, citizen's space, on our website and in Hackney Today. The drop in sessions will be held at different dates and times.
- Member's consultation packs:- To ensure all councillors are informed of the proposals and can advise their constituents accordingly.
- Hackney website - The parking page on the Hackney website www.hackney.gov.uk/parking will be used from the start of the consultation to advertise the consultation. It will state where copies of the consultation booklet and questionnaire can be obtained, announce public events and encourage the reader to respond online.
- Customer contact – There will be frequently asked questions and a fact sheet for front line staff with further information, their details will be passed to the parking policy team to respond to.

If approved, once the public consultation has concluded and the responses have been analysed, the PEP will return to Cabinet in spring 2022, where the final decision on the PEP will be made.

4. Equality impacts

This section requires you to set out the positive and negative impacts that this decision or initiative will have on equalities.

Detailed information on how to consider the impacts on equalities is included in 'Guidance on equalities based planning and decision making' which can be downloaded from the intranet [here](#).

4 (a) What positive impact could there be overall, on different equality groups, and on cohesion and good relations?

Many of the recommendations and changes in the Parking and Enforcement Plan (PEP) may affect a number of the groups that were identified in section 1 and also some more specific groups. To prevent repetition the proposals that have positive impacts will be assessed individually with the groups they affect bulleted or mentioned below.

Hierarchy of parking need and kerbside space

The PEP proposes to revise the hierarchy of parking space and kerbside space. This is what Parking Services uses to inform policy decisions and who to prioritise in them -

- Residents who live in an on-street property and residents who live on a Hackney Housing estate - Residents feature on our hierarchy of parking needs unlike commuters who do not feature on the list and above visitors to the borough. This is a benefit to residents as we prioritise the parking needs for those who live in the borough.
- Businesses - feature on our hierarchy of parking needs above short stay shoppers and visitors. This is a benefit as we prioritise local businesses over people who do not reside in the borough.
- Ultra low emission vehicle owners - Ultra low emission vehicles and electric parking bays are both featured high in their relevant tables. This could benefit all members of groups who own these types of vehicles.
- Visitors - feature on our hierarchy of parking needs. Although at the bottom of the hierarchy they do have priority over groups not located on the hierarchy such as commuters.

- Disabled residents - Blue Badge holders are the top of the hierarchy of parking needs and the hierarchy of kerbside space with personalised bays (bays registered to one companion e-badge), registered disabled bays and general use disabled bays as the top three rated uses of kerbside space. This benefits residents with disabilities as their parking needs are prioritised.
- Partners - Parking Services is recommending car clubs to move up in priority, as they represent a sustainable alternative to owning a private car. There are no proposed changes to other partnerships with the Council.
- Public sector organisations delivering essential services - the hierarchy of parking needs recognises the requirement to support organisations that need to drive to provide operational services on behalf of Hackney residents. Public sector organisations have been separated from local business, service operational parking and servicing, as the priority is deemed greater and requires consideration on its own merit.

13 point charging structure

Parking Services have proposed to increase the amount of bands in the emissions based permit structure from five to 13.

- All groups (apart from visitors) - the new structure would reward residents with low-polluting vehicles as the price of their permit would be reduced.

Proposed customer service improvements

Parking Services have also proposed a commitment to find new ways to inform customers of parking updates and information that may affect them.

- Residents (estate and on-street), businesses, disabled residents: - Our proposed customer service improvements would make Parking Services more accessible to residents in regard to receiving communication updates about parking.

Parking zones

The focus of the recommendations in the parking zone chapter are to decrease parking stress, improve road safety, the street environment, and air quality. The PEP proposes a number of recommendations about parking zones which will be discussed below.

- All groups (apart from visitors, partners and Hackney internal staff): - the proposal to implement road safety measures following a parking zone consultation regardless of the outcome of the consultation would benefit all groups identified in this report as their safety would be increased particularly at dangerous points in the road like junctions. Furthermore, all groups would benefit from the proposal to assess the impact of a new development of parking within an area. This is because new developments can cause an increase in parking stress that may make it difficult for health and social care workers who might use

the community support permit to park near the homes of their clients. An assessment should identify this and put any mitigation measures in place

- Resident on estates - The PEP proposes to assess the parking stress of all uncontrolled estates and consult on estates where there is high parking stress of potential safety issues. Estate residents may benefit from this scheme due to increased safety and the option of purchasing a permit semi-guaranteeing a parking space similar to their on-street neighbours. Parking Services have also proposed that if there is a consultation for a new on-street parking zone that another simultaneous consultation will be conducted in any estate that falls within the boundary of that new zone. This provides a positive impact on estate residents as having an uncontrolled estate within the boundary of a controlled parking zone can cause displacement parking. This gives estate residents a choice in how they control parking in their area, and also works to mitigate the potential effects of a further recommendation, namely to carry out parking zone consultations in all uncontrolled on-street areas. Furthermore, Parking Services has proposed to follow the same approach applied to on-street consultations during the lifespan of the PEP. This would again work to equalise the process between on-street and estate residents.

E-roamer permit and free electric permits

The PEP proposes to offer a “e-roamer permit” for residents and businesses with electric vehicles, allowing them to park in permit bays anywhere in the borough between the hours of 10:00 and 15:00.

Proposals also guarantee that residents, businesses and organisations with electric vehicles will not be charged for the lifecycle of the PEP.

- Residents (estate and on-street) and businesses - These groups will benefit from not having to pay to travel around the borough between 10:00 and 15:00 or pay for parking if they have an electric vehicle.
- Businesses and health and social care permit holders - will not have to pay for parking if they have an electric vehicle.

Car sharing permit

The PEP proposes the introduction of a car sharing permit. The permit would offer flexibility to residents who need access to a car but do not see the advantage or are in a situation where they cannot solely own their own vehicle.

- Residents (estate and on-street) - This recommendation could work to promote community cohesion by promoting the sharing of personal assets for a joint purpose and taking cars off of the road.

Additional motorcycle permit bandings

This PEP proposes the addition of two extra bands at the bottom of the price scale in addition to the five existing bands to ensure that bikes with smaller engines are being incentivised.

- All groups (not partners and visitors) - This recommendation may provide a positive impact on estate residents on low incomes, or who use their low cc motorcycles for “gig-economy” work such as deliveries as they would be charged a lower rate for permits.

Demand-led enforcement

Demand-led enforcement is being proposed by Parking Services. This means that enforcement will be targeted based on the demand in an area rather than a set number of visits each day.

- All groups - Demand-led enforcement would benefit all groups as it would potentially reduce parking stress and improve road safety by reducing the number of vehicles that may be parking in contravention.

Footway parking and motorcycle permit campaign

The PEP recommends two awareness campaigns, one to raise awareness of footway parking and another for the implementation of motorcycle permits. These are designed to assist motorcycle riders with the rules around parking when motorcycle parking permits are introduced.

- All groups - The footway parking campaign and motorcycle permit campaign would benefit all residents, businesses and other sector employees who ride a motorcycle in Hackney as it would communicate the relevant information that they need to park in compliance and safely in Hackney.

Blue badge holders to park in permit and resident bays

- Disabled residents - The PEP proposes that Blue Badge holders are able to park in permit and resident bays. This will be a positive impact as it will provide disabled residents with more choice of parking that may be closer to the disabled residents location.

Parking changes on estates

All of the below changes affect residents on estates.

Emissions-based charging on estates

- The PEP proposes to gradually introduce emissions based charging for estates residents. This would positively affect community cohesion and good relations between residents on-street and on-estates as each group would be charged the same amount for a very similar product where previously estate residents were charged much less.

Three and six month permits

- Parking Services also propose that three and six month permits are introduced for estate residents on a prorated basis. This would provide estate residents who may not be able to easily afford a year in one payment the option to pay in smaller installments. This will provide access to permits for a greater group of people. Estate residents would also benefit from greater choice and equality with on-street residents.

Short stay parking on estates

- The PEP also proposes the introduction of short stay parking (pay and display) on estates where there is local demand and sufficient available parking space. In areas that request short stay parking this may have positive effects providing estate residents more options for when they have visitors who drive. It also would provide parity with what is available on-street.

Extending dispensation waivers to estates

- Furthermore, the PEP proposes to extend the eligibility of dispensation waivers to include estates. This would provide an equitable offering on-street and on estates, and also a service that enables free dispensation waivers for key life events such as weddings and funerals.

50p/ hour parking for electric vehicles

Parking services have proposed a 50p/ hour visitor pay and display charge for electric vehicles.

- All groups - The effect would be largely positive providing a smaller fee for green vehicles.

Changes to visitor parking

All of the below changes affect anyone who uses short stay parking in the borough, but mostly affect visitors to the borough.

Changes to waiting times

- It is possible that amendments to the short stay and visitor parking structure could positively impact residents within its newly identified visitor locations. The

identified locations which are suggested to encompass areas of high density visitor parking could therefore be managed with shorter and more stringent waiting times which would protect shared use parking space for residents. The new locations which are proposed to carry a surcharge for all petrol and diesel vehicles could also reduce pollution of PM2.5. This could in turn positively impact those most at risk to illness and death from PM2.5 pollution such as children, older people, and those with heart and lung conditions.

15% visitor voucher price increase

- The recommended price increase of 15% for visitor parking could positively affect local visitors as an incentive towards adopting active travel alternatives for shorter journeys such as walking and cycling. This could encourage better health outcomes particularly within groups such as those on family visits with children or older people within the first stages of active retirement.

Maximum stay restrictions in car parks

- Maximum stay restrictions in car parks are also suggested which is aimed at reducing commuter parking from known pollutants of PM2.5. This would positively impact at-risk groups such as children, older people, and those with heart and lung conditions by reducing the number of polluting vehicles travelling into Hackney.

Community support permit

The PEP proposes to change the existing health and social care to the community support permit. This permit would expand the eligibility of the existing health and social care permit beyond the three organisations that can currently access it to a wider pool of organisations that provide key support work in the community (and spend more than 30% of their time on the road). This permit would also be extended to allow users to park on estates.

- Health and social care staff - This recommendation would provide parking options for more organisations who need to travel around the borough to meet clients. The extension to estates would allow support workers to park on estates when visiting patients/ clients. This could be a very positive change as it would limit the distance needed to travel between the car and the patient, which is essential if heavy equipment is also required.

Market trader permit

The PEP proposes a permit specifically for traders at Hackney's markets.

- Businesses (specifically market trader permits)- Markets are essential in providing inexpensive and affordable provisions to low income groups, and to those who live locally and without access to a private car. The Council by

supporting both street markets and market traders with this proposed permit is therefore working to foster good community cohesion locally and is adequately supporting the interests of the equality groups mentioned.

Maximum stay for EVCPs

The PEP is proposing having variable maximum stay limits in dedicated electric vehicle charging point bays depending on the type of EVCP.

- Visitors: - A positive impact on perceived fairness between short stay and visitor parking user groups, (IE both ULEV and petrol and diesel groups). This would create better cohesion between the two groups and would also work towards normalising ULEVs in the eyes of other road users.
- All other groups: - Provides access to EVCPs for only the time necessary so they can be used by all.

Enforcement checks

The PEP proposes two recommendations to enhance the Council's ability to deal with Blue Badge fraud and misuse. These recommendations will affect disabled residents. They are to use I.T to assist with civil enforcement officers checks of Blue Badges and enhance efficiency and to review the impact of changes in Blue Badge parking permissions and address any potential misuse to ensure parking spaces are available for those most in need. If successful, this would reduce pressure on disabled parking, enabling those with a genuine use for the parking space to access it.

4 (b) What negative impact could there be overall, on different equality groups, and on cohesion and good relations?

Where you identify potential negative impacts, you must explain how these are justified and/or what actions will be taken to eliminate or mitigate them. These actions should be included in the action plan.

Many of the recommendations and changes in the Parking and Enforcement Plan (PEP) may affect a number of the groups that were identified in section 1 and also some more specific groups. To prevent repetition the proposals that have positive impacts will be assessed individually with the groups they affect bulleted or mentioned below.

Hierarchy of parking need and kerbside space

- Businesses - Parking for businesses is planned to be slightly deprioritised within the PEP's proposed hierarchy of parking needs in order to accommodate parking for Ultra Low Emission Vehicles (ULEV). This could negatively impact on sections of the local economy who are not in a position financially to upgrade their petrol or diesel service or delivery fleets to ULEVs in a time when trading opportunities are being made even scarcer due to the coronavirus pandemic. Proposals within the PEP not to highly prioritise business parking within the hierarchy of kerbside space also risks negatively impacting on businesses who are required to maintain vehicles as an essential aspect of their operational remits.
- Visitors - Parking Services have suggested that they should continue not to prioritise visitor parking over other types of parking. Although this is a negative impact this has not changed since the previous PEP.

Electric roamer permit and free electric permits

The PEP proposes to offer a "e-roamer permit" for residents and businesses with electric vehicles, allowing them to park in permit bays anywhere in the borough between the hours of 10:00 and 15:00.

Proposals also guarantee that residents, businesses and organisations with electric vehicles will not be charged for the lifecycle of the PEP.

- Residents (estate and on-street), businesses and health and social care workers - electric vehicles are expensive for most residents and businesses. Although this recommendation works to incentivise people to switch it can also be a financial burden on those businesses and residents who cannot afford to change their vehicle or have larger diesel powered vehicles such as vans.
 - To mitigate this, Parking Services would work with the zero emissions network to promote the schemes they have to help people adopt sustainable transport initiatives.

Increases in charging for permits, vouchers and short stay parking

13 point charging structure

- All groups:- If any member of any group has a higher polluting vehicle they will be negatively impacted by the 13 point permit band pricing structure as they will be charged more.

Although the new 13 band structure will negatively impact higher polluting vehicles there will also be positive effects (shown in section 4a).

Diesel surcharge permits

The PEP proposes a diesel surcharge on all permits that will rise year on year. Although this is designed to eliminate harmful gases from the air it will also have negative impacts on groups particularly from a financial standpoint.

- All groups:- If any group member has a diesel vehicle they would be charged a diesel surcharge that would rise year on year. This may affect lower income residents and businesses,
 - To mitigate the negative effects of this recommendation Parking Services would also work to promote council led schemes available for people to switch to lower polluting vehicles.

Diesel and petrol surcharge (pay and display)

The PEP 2021-26 is recommending a petrol and diesel surcharge for visitor parking.

- All groups (especially visitors):- Will have to pay more to park in Hackney increasing the financial burden. However, there are many alternative modes of travel available to get into Hackney and in Hackney itself which are more affordable, and for the people who most need it (namely disabled drivers) the PEP has increased their parking options by proposing to allow them to park in all resident and shared use bays for free.

Increase in visitor voucher prices

The PEP proposes to increase the price of visitor vouchers by 15% and reduce the visitor voucher allowance (in certain areas).

- Residents (on-street and estate):- This may have a negative impact on residents, financially it would cost more to have visitors and the amount of visitors may be reduced. This is put in place to reduce parking stress and ensure for those who are a priority that parking is available
- Disabled/ elderly housebound residents:- People who are dependent on visits from family who could more regularly visit by car may not be able to visit as frequently.

Additional vehicle surcharge

The PEP proposes to introduce an additional vehicle surcharge for houses with more than one vehicle.

- Residents (on-street and estate) - There will be an increased financial burden on homes with more than one vehicle. Prior analysis showed that this was a small proportion of the households we currently have on our system. Furthermore, this change is designed to affect the community as a whole by reducing car ownership and promoting sustainability

Zonal limits and allowances for visitor vouchers in different areas

The PEP has recommended a change to its parking structure for short stay and visitor parking and to introduce zonal rules limits and allowances for visitor vouchers in different areas in order to protect parking supply.

- Residents - This could negatively impact upon the residents who need to frequently use visitor vouchers as their limits will be decreased.

Changes to estates policy

All of the below may impact estate residents only

Emissions based charging on estates

The PEP proposes to introduce the same emissions based charging system on estates that is available on street (13 point band if the proposals in the PEP are approved, five point if they are not)

- Estates residents:- The proposed introduction of emissions based charging for estates rising to match on-street prices may negatively impact estate residents, particularly those with low incomes as the prices would rise. This change is necessary to both promote equality between estate and on-street residents in the amount they pay for parking, and to meet sustainability objectives.
 - To mitigate the impact of this change Parking Services have proposed a five year transition period to slowly integrate the higher fees for estate residents. Estate residents with low emission vehicles would also in some cases pay less than they do now as the charging structure seeks to incentivise low emission vehicle choices.

Increase visitor voucher prices and changes to limits

The PEP proposes to raise the prices of visitor vouchers on estates so that they match visitor voucher prices on-street after a five year transition period.

- Estate residents:- In the PEP there is a proposal to change visitor voucher prices and allocations on estate so that it harmonises with on-street. This would negatively impact estate residents as they would be charged more for their vouchers (although this is also fair as they are purchasing a similar product to their on-street neighbours).
 - To mitigate this Parking Services have proposed a five year transition period for the vouchers to come into place to prepare residents.
 - Limits will also be changed to an annual limits per estate which is currently more than is available (up to two per month currently for estates with a visitor voucher provision).

Extend film voucher eligibility to estates

Proposal to extend the eligibility of film vouchers so film companies can use them to park on estates

- Estate residents - There is the potential for another negative impact from the extension of film vouchers to include parking on estates. This may cause increased parking stress limiting the parking options for estate residents.
 - To mitigate this the process that is in place within the Council for parking on estates only allows productions with two or fewer vehicles to park on estates with the voucher so this disruption would be limited.

100% cashless parking

The PEP proposes to remove many of the pay and display machines around the borough and work towards going 100% cashless.

- Residents, disabled residents, businesses, visitors - The proposed transition towards 100% cashless visitor parking could also negatively impact some more financially excluded residents (on-street and on estates) and the customer bases of local businesses. These financially excluded groups may not have access to bank cards or smartphones but may also be central and integral customer bases for some businesses.
 - To mitigate this Parking Services will increase the number of PayPoints that are available around Hackney to offer an option where people can still pay with cash.
 - In the limited areas where using a pay and display machine outweighs paying by mobile, the pay and display machine will be kept in situ.

Seccession of parking suspensions for religious festivals

The PEP proposes to stop suspensions around places of worship for religious festivals.

- Residents (particularly religious people) - Care would be made to inform religious leaders and communities about the changes to the policy. This policy is proposed based on considerations of the people who live around the places of worship where these festivals are held. Worshipers still have the option of using public transport to get to these events.

Equality and Cohesion Action Planning

Please list specific actions which set out how you will address equality and cohesion issues identified by this assessment. For example,

- Steps/actions you will take to enhance positive impacts identified in section 4 (a)
- Steps/ actions you will take to mitigate against the negative impacts identified in section 4 (b)
- Steps/ actions you will take to improve information and evidence about a specific client group, e.g. at a service level and/or at a Council level by informing the policy team (equality.diversity@hackney.gov.uk)

All actions should have been identified already and should be included in any action plan connected to the supporting documentation, such as the delegated powers report, saving template or business case. You need to identify how they will be monitored. The Assistant Director is responsible for their implementation.

No	Objective	Actions	Outcomes highlighting these will be monitored	Timescales/ milestones	Lead Officer
1	Integration of new estate permit and voucher prices.	<p>Increasing the permit prices year on year until the prices for estate parking matches the prices on street.</p> <p>If approved permits will also be offered in three and six month options to ensure that residents with less financial capability are able to purchase a permit.</p> <p>Permits price increases will also be phased in over a five year period in order to give estate residents ample opportunity to make the adjustments that they deem necessary. This could include purchasing a lower polluting vehicle.</p>	<p>Annual review of the parking fees and charges during the five year transition period.</p> <p>Annual update of the Parking and Enforcement Plan (PEP).</p> <p>If approved, the implementation of three and six month permits on estates.</p>	2022-2026	Head of Parking Services.

		<p>Visitor voucher purchasing limits will also be changed on certain estates (those where visitor vouchers are eligible). They will be changed to an annual limit per estate with a visitor voucher provision (24 discounted books can also be purchased by people over 60 and disabled people including the parents of disabled children).</p>			
2	<p>Extension of eligibility of film vouchers to estates.</p>	<p>Eligibility of film vouchers (products used by film companies to park on estates) to estates.</p> <p>A limit of two vehicles per film company will be adopted for film companies using film vouchers on estates. Only estates that have been deemed appropriate due to a low enough level of parking stress will be eligible for film vouchers to be</p>	<p>If the proposal goes ahead the limit of two vehicles will be reviewed annually to ensure the limit remains appropriate.</p>	2022-2026	<p>Head of Parking Services.</p> <p>Hackney Film office lead.</p>

		used.			
3	Introduction of the e-roamer permit and maintenance of free permits for electric vehicles for the lifecycle of the PEP.	To introduce the e-roamer permit allowing resident and business electric vehicles to park across the borough in permit bays between 10:00 and 15:00. If approved, Parking Services will work to actively promote schemes to support switching to sustainable modes of transport.	Review of Parking Services communications campaigns to take place annually.	2022-2026	Head of Parking Services
4	New emission-based charging structure 13 bands.	To implement the 13 band permit pricing structure for all permit types. Permit price increases/ decreases will reflect the type of product and the needs of the group.	Annual review of the parking fees and charges. Annual update of the PEP.	2022-2026	Head of Parking Services
5	Diesel surcharge pricing strategy.	To implement the yearly annual increase of the diesel surcharge. Diesel surcharge increases will reflect the type of product	Annual review of the parking fees and charges. Annual update of the PEP.	2022-2026	Head of Parking Services.

		and the needs of the group.			
6	Investigate new proactive ways of informing customers of the latest parking updates and information that may affect them.	Investigate different communication channels to communicate to customers of the latest parking updates and information that may affect them.	Use customer feedback to gauge success of communication channels and adapt to hard to reach groups.	2022-2026	Service Improvement manager.
7	To transition gradually toward a 100% cashless payment option for short stay parking,	To provide users with the same options to pay a rate, based on their vehicle's emissions via local shops via PayPoint. To retain a reduced fleet of pay and display machines which will provide a convenient way to pay, with prices set at the same rate as the highest charging band. To add more pay points to ensure that there are cash options for customers.	The long term provision of pay and display machines will depend on levels of usage, with machines being removed where less than 2% of overall payments in that area are made using them..	2022-2026	Parking Operations Manager.

8	Seccession of parking bay suspensions for religious events	<p>To stop suspending parking bays around places of worship on religious holidays</p> <p>To engage with religious leaders to advise them of the proposals and the reasons why they have been made - fairness for the residents who live around these places of worship</p>	Review communications with religious leaders	2022-2026	<p>Parking Policy manager</p> <p>Parking Operations manager</p>
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Remember

- Assistant Directors are responsible for ensuring agreed Equality Impact Assessments are published and for ensuring the actions are implemented.
- Equality Impact Assessments are public documents: remember to use at least 12 point Arial font and plain English.
- Make sure that no individuals (staff or residents) can be identified from the data used.