

Thurrock Council

Community Equality Impact Assessment

Service area and lead officer

Name of service	Parking Enforcement
Lead officer name	Michael Dineen
Lead officer job title	AD – Investigation, Enforcement. Public Protection & Community Safety
Lead officer email address	mdineen@thurrock.gov.uk

Subject of this assessment

What specific policy, strategy, function or service is the subject of this assessment?
Proposed introduction of a staff parking permit scheme
Borough-wide or location-specific?
<input checked="" type="checkbox"/> Borough-wide <input type="checkbox"/> Location-specific – please state locations below.
Click or tap here to enter text.
Why is this policy, strategy, function or service development or review needed?
This review has taken place due to the need for a solution to parking for staff. The underground car park at the civic offices is oversubscribed and on a first come first served basis, which is not suitable. This Scheme will allow for staff to purchase staff parking permits at a sliding scale that utilises the salary banding of those employees.

1. Engagement, consultation and supporting information

- 1.1. What steps you have taken, or do you plan to take, to engage or consult (where applicable) the whole community or specific groups affected by this development or review? **This is a vital step.**

Steps you have taken, or plan to take, to engage or consult
This has not required a consultation with staff and there is no requirement for any company/business/council to provide parking for its employees. This would be regarded as a staff benefit and would form part of internal policy.

1.2. What data or intelligence sources have you used to inform your assessment of the impact? How have these helped you understand who will be affected by the development or review?

Sources of data or intelligence, and how they have been used

There is not intelligence as to the impact of this scheme, however staff will see significant reductions in parking costs, dependant on working patterns. Those that attend the office more regularly will see a greater benefit.

The sliding scale has allowed for lower salary employees to be considered and the impact of such a scheme is proportionate to their salary.

This has been to SLT and DMT of the relevant area.

2. Community and workforce impact

2.1. What impacts will this development or review have on communities, workforce and the health and wellbeing of local residents?

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
Local communities in general	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This will not affect local communities but this will have a positive impact on the workforce. Reduced cost of daily parking charges allows for savings to be made by employees in their disposable income.	We will maximise the impact but ensuring there is a sliding scale in place that is reflective of salary banding. With lower earners paying less for the permit and higher earners paying more. This represents proportionality.
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The impact applies to all regardless of protected characteristics.	N/A
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Those with Blue Badges for parking will not be required to pay for a permit and will receive free parking either in the civic or in any car park the Council own.	This is a standing obligation that the Council adheres to.

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The impact applies to all regardless of protected characteristics.	N/A
Marriage and civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The impact applies to all regardless of protected characteristics.	N/A
Pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The impact applies to all regardless of protected characteristics.	N/A
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The impact applies to all regardless of protected characteristics.	N/A
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The impact applies to all regardless of protected characteristics.	N/A
Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The impact applies to all regardless of protected characteristics.	N/A
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The impact applies to all regardless of protected characteristics.	N/A
Location-specific impact, if any	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The impact applies to all regardless of protected characteristics.	N/A
Workforce	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This will have a positive impact on the workforce. Reduced cost of daily parking charges allows for savings to be made by employees in their disposable income.	We will maximise the impact but ensuring there is a sliding scale in place that is reflective of salary banding. With lower earners paying less for the permit and higher earners paying more. This represents proportionality.

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
Health and wellbeing of residents	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This will not affect the residents of the Borough.	N/A
Socio-economic outcomes	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Those living on a low income may have their ability to access services and amenities reduced or restricted.	It is hoped that the sliding scale for the cost of the parking permit will help reduce the cost of parking for those on low income.
Veterans and serving members of the armed forces	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This will not affect veterans and serving members of the armed forces.	N/A

3. Monitoring and review

3.1. How will you review community and equality impact once the policy, strategy, function or service has been implemented? These actions should be developed using the information gathered in sections 1 and 2 and included in your service area's business plans.

Action	By when	By who
This policy will adhere to reviews as per the policy decision. The cost of the permits will be decided by a corporate policy change.	When requested	Senior Leadership Team
Review any additional feedback from engagement and update this CEIA accordingly	January 2024	Michael Dineen

4. Next steps

4.1. The information gathered must be used to inform reports presented to Cabinet or overview and scrutiny committees. This will give members a necessary understanding of the impact their decisions will have on different groups and the whole community.

Summarise the implications and customer impact below. This summary should be added to the committee reports template in the Diversity and Equality Implications section for review and sign-off at the consultation stage of the report preparation cycle.

Summary of implications and customer impact

Although some of the workforce will not wish to partake in this scheme, this will likely be because it is of no financial benefit to them. The calculations that have been made show that the cost of daily parking for all will be greatly reduced through the permit scheme if more than 2 days per week of usage takes place. The savings are even more prevalent to those on lower incomes that work from the office 5 days a week. This represents over £5 per day in savings for the lowest banded employees over the standard cost of Council Parking.

5. Sign off

5.1. This Community Equality Impact Assessment must be authorised by the relevant project sponsor, strategic lead, or assistant director. Officers authorising this assessment are responsible for:

- the accuracy of the information
- making sure actions are undertaken

Name	Role	Date
Phil Carver	AD – Investigation, Enforcement. Public Protection & Community Safety	20/10/2023