

**EQUALITY IMPACT ASSESSMENT TEMPLATE
AND GUIDANCE**

Policy and Intelligence Team



EQUALITY IMPACT ASSESSMENT TEMPLATE

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Mike Artherton	Department and service:	Place	Date of assessment:	02/03/2022
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Mike Artherton	Signature:	Mike Artherton	Approval date:	02/03/2022
Overview: Please use this section to provide a concise overview of the proposal being assessed including: <ul style="list-style-type: none"> ▪ Aims and objectives (including rationale for decision) ▪ Key stakeholders ▪ Details of any engagement activities 	<p>Adopting a persistent evaders of Civil Parking Enforcement Policy.</p> <p>The service has been monitoring the number of vehicles with a pattern of repeat contraventions, DVLA returns of no known keeper, and foreign vehicle registrations, identifiable as persistent evaders over the past four years. PCC currently retains the services of debt enforcement companies to recover outstanding parking fine debts. Some debtors avoid engaging with current enforcement agents, and some activity evade any engagement by not maintaining or falsifying DVLA records. The vehicle owner/keeper often continuing to park in contravention of parking restrictions, blocking genuine residents or customer of local businesses accessing much needed parking.</p> <p>There is no current mechanism to take meaningful action to such individuals other than to share the data with the Police, which the council does on a monthly basis. However, whilst information is not provided on any subsequent Police action, many vehicles continue to accrue further parking fines.</p>				
Decision required: Within this section, you must be clear on any decision being made and how/when, it will be taken.	<p>Our persistent evaders policy seeks to address these behaviours. By taking a more proactive stance to remove persistent evaders from the road network, this should prevent a single vehicle owner/keeper from amassing large numbers of parking fines which largely will go unpaid, and act as a deterrent to other vehicle owners/keepers from also disregarding their responsibilities.</p> <p>It is proposed that this policy is adopted and delivered using an appointed contractor who will recover and store any vehicle that is in accord with the Secretary of State's Statutory Guidance and persistent evaders policy. The introduction of this policy to tackle persistent evaders and offenders may also improve compliance with restrictions and reduce the amount of unrecoverable income that has to be written off.</p>				

SECTION TWO: EQUALITY IMPACT ASSESMENT SCREENING TOOL

Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	Yes		No	
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	
Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section two)	Yes		No	
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.				

SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department
	<p>Provide examples of the data that you have used to inform your decision. Examples include census data, service feedback, consultation responses and information collected via demographic monitoring etc.</p> <p>The boxes below provide examples of the types of data you may wish to use.</p>	<p>Please use this column to identify where your decision may cause an adverse impact on those with protected characteristics. You can read the EIA Toolkit for guidance on how to make judgement.</p> <p>Where there is no adverse impact, please type 'not applicable'.</p>	<p>Please use this column to detail any mitigation action you plan to take to limit any identified adverse impacts. Where it is not possible to mitigate against an adverse impact you must make this clear. You can read the EIA Toolkit for guidance.</p>	<p>Please use this column to provide the timeframe for implementing any mitigation activities. You must include the lead department.</p>
Age	None – additional discretion in accordance with legislation and policy is applied to these groups.	By pursuing outstanding monies, the effectiveness of enforcement is increased, thus improving compliance to severe overarching traffic management aims; safe		

		movement of traffic, minimising congestion and ensuring effective management of parking stock.		
Disability	None – additional discretion in accordance with legislation and policy is applied to these groups.	By pursuing outstanding monies, the effectiveness of enforcement is increased, thus improving compliance to severe overarching traffic management aims; safe movement of traffic, minimising congestion and ensuring effective management of parking stock.		
Gender reassignment	None – additional discretion in accordance with legislation and policy is applied to these groups.	By pursuing outstanding monies, the effectiveness of enforcement is increased, thus improving compliance to severe overarching traffic management aims; safe movement of traffic, minimising congestion and ensuring effective management of parking stock.		
Marriage and civil partnership	None – additional discretion in accordance with legislation and policy is applied to these groups.	By pursuing outstanding monies, the effectiveness of enforcement is increased, thus improving compliance to severe overarching traffic management aims; safe		

		movement of traffic, minimising congestion and ensuring effective management of parking stock.		
Pregnancy and maternity	None – additional discretion in accordance with legislation and policy is applied to these groups.	By pursuing outstanding monies, the effectiveness of enforcement is increased, thus improving compliance to severe overarching traffic management aims; safe movement of traffic, minimising congestion and ensuring effective management of parking stock.		
Race	None – additional discretion in accordance with legislation and policy is applied to these groups.	By pursuing outstanding monies, the effectiveness of enforcement is increased, thus improving compliance to severe overarching traffic management aims; safe movement of traffic, minimising congestion and ensuring effective management of parking stock.		
Religion or belief	None – additional discretion in accordance with legislation and policy is applied to these groups.	By pursuing outstanding monies, the effectiveness of enforcement is increased, thus improving compliance to severe overarching traffic management aims; safe		

		movement of traffic, minimising congestion and ensuring effective management of parking stock.		
Sex	None – additional discretion in accordance with legislation and policy is applied to these groups.	By pursuing outstanding monies, the effectiveness of enforcement is increased, thus improving compliance to severe overarching traffic management aims; safe movement of traffic, minimising congestion and ensuring effective management of parking stock.		
Sexual orientation	None – additional discretion in accordance with legislation and policy is applied to these groups.	By pursuing outstanding monies, the effectiveness of enforcement is increased, thus improving compliance to severe overarching traffic management aims; safe movement of traffic, minimising congestion and ensuring effective management of parking stock.		

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
If your proposal may impact on the Council's ability to ensure human rights, please specify the relevant article in the	Please use this column to identify where your decision may cause a negative impact on the Council's ability to ensure	Please use this column to detail any mitigation action you plan to take to limit any negative impacts.	Please use this column to provide the timeframe for implementing any mitigation activities.

<p>boxes below – add more rows if required. Only complete this section if it is relevant to your decision. If it is not relevant, please type ‘not applicable’.</p>	<p>human rights. Where there is no impact, please type ‘not applicable’.</p>	<p>Where it is not possible to mitigate against a negative impact you must make this clear.</p>	<p>You must include the lead department.</p>

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
	<p>Please use this column to identify where your decision may cause a negative impact on the Council’s ability to meet its equality objectives. Where there is no impact, please type ‘not applicable’.</p>	<p>Please use this column to detail any mitigation action you plan to take to limit any negative impacts. Where it is not possible to mitigate against a negative impact you must make this clear.</p>	<p>Please use this column to provide the timeframe for implementing any mitigation activities. You must include the lead department.</p>
<p>Celebrate diversity and ensure that Plymouth is a welcoming city.</p>			
<p>Pay equality for women, and staff with disabilities in our workforce.</p>			
<p>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</p>			
<p>Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.</p>			

Plymouth is a city where people from different backgrounds get along well.

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