EQUALITY IMPACT ASSESSMENT – PARKING MODERNISATION FEBRUARY 2026

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Darren Stoneman	**Department and service:**	Plymouth Highways, Traffic Management	**Date of assessment:**	19/02/2026
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Mike Artherton	**Signature:**		**Approval date:**	19/02/2026
Overview:	Changes to the parking charges schedule for On Street and off-street parking including: • Changes to the rate of On Street and off-street charges • Increases to parking permits to support reduction in car ownership • Increases to the costs associated with applying and installing disabled driver parking spaces (DDPS) • Implement parking restrictions with Costal Car Parks • Implement changes to parking on the Hoe Promenade • Standardise payment options across both On Street and Off Street to provide modern, adaptable payment options ensuring Mobile Phone, App & Contactless Car Payment Options in all locations				
Decision required:	**1.** To agree the following: 1.1. To amend the charging schedules, not less than 21 days following publication of these changes, through a Notice of Variation for the following: 1.1.1. Changes to Off Street parking fees as set out within section 5.4 and appendix E of the briefing report. 1.1.2. Changes to Off Street parking fees as set out within section 5.4 and appendix E of the briefing report. 1.1.3. Changes to parking permits fees as set out within section 5.8, 5.9 and appendix F of the report.				

	1.1.4. Changes to On Street parking fees as set out within section 5.2 and appendix D of the briefing report. 1.2. Some proposals set out within the associated report are subject to statutory consultation. to consult on the following proposals: 1.2.1. Introduction of coastal car parking charges at Jennycliff, Mountbatten and Strand Street as set out within section 5.5 and Appendix C 1.2.2. Introduction of charges for blue badge holder parking on the Hoe Promenade as set out within section 5.6 and Appendix E.

SECTION TWO: EQUALITY IMPACT ASSESSMENT 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 three)	**Yes**		**No**	√
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	The report associated with this Equality Impact Assessment does contain recommendations that will impact on the whole of the community, potentially through increased fees and charges, this however is applicable to all service users and does not negatively impact on those with protected characteristics.			

	Access to Bank Accounts It is possible that the proposals may affect somebody who does not have a bank account. There are approximately 1.5 million people in the UK (United Kingdom) who do not have a bank account. There are at least 9 different banking organisations that offer a basic bank card with Chip and Pin facilities. In an increasingly cashless society, especially since the Covid-19 pandemic, it is becoming more difficult to conduct transactions without a bank account. Prepayment bank cards are also available if necessary. The Finance Conduct Authority published research estimating that 1.3 million UK adults are 'unbanked', meaning they do not have a bank account. The unbanked rate in 2021 (4.5%) was the lowest since the survey began in 2009. Between 2019 and 2021, the unbanked rate fell 0.9% corresponding to an increase of approximately 1.2 million banked households. The highest percentage of unbanked people fall into the 18–24-year age group followed by the 75+ age group. We must consider that motorists pay for petrol/diesel/EV, insurances, MOT's, servicing and road tax. Many of these services are on-line accepting payment by cards only (i.e., require a bank account). Access to Mobile Phone There may be a differing impact for older residents who may not have a mobile phone. In 2023, 87% of UK adults owned a smartphone. 96% of 16- to 24-year-olds owned a smartphone, but just 69% of over-65s own a smartphone. There are 66.11 million internet users in the UK, around 98% of the population. 7% of UK households do not have access

	to the internet at home in 2023. A quarter (25%) of those aged 65 and over don't have access to the internet at home. The table below presents the percentage of the population with access to a mobile phone. Age % of Population with a mobile phone
	65+ 69%
	55-64 77%
	35-54 95%
	25-34 94%
	16-24 96%
	Source: https://www.finder.com/uk/mobile-internet-statistics Analysis conducted by finder.com There is a lot of research and consultation on the 'going cashless' route. Age UK believe pay by phone parking and other automated services present "huge difficulties" for many older people, more than half of whom are deaf or have hearing problems, with large numbers suffering from arthritis, making it hard for them to use mobile technology. On their own each payment method has limitations and could result in access issues but the combination of both card and PayByPhone / App parking limits this impact. Any impact is likely to be negligible given that it is increasingly difficult to legally buy a car, obtain annual insurance, obtain a driving license, obtain car tax etc.,

	without a bank account or electronic means of payment or by persons for whom English or reading are difficult. The introduction of pay by phone and contactless payment options as an additional payment method can also help improve accessibility for disabled people who may not be able to walk far or to where a pay & display machine is located. Liaising with the British Parking Association (BPA) The councils parking services team asked other councils via the BPA as to whether they were intending to go cashless (or already operated cashless). In 2024 the responses were as follows ; Rutland – went cashless and progressed to not accepting chip and pin at their machines. Allerdale – went cashless as a result of Covid-19. Cotswold District Council (including Forest of Dean and West Oxfordshire District Council) went cashless in 2022 Oxford are progressively moving towards cashless payments, car park by car park Oct 2023 (5th car park gone cashless) Telford & Wrekin Council has gone cashless 2022 Tower Hamlets went cashless in November 2019 Somerset, who had reintroduced charges, have removed the cash facility from all their seafront machines and 50% of their other machines. BathNES are making a gradual move to cashless Nottingham have gone cashless and are removing pay and display machines gradually Brighton Cashless since 2024

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
Age	Plymouth • 16.4 per cent of people in Plymouth are children aged under 15. • 65.1 per cent are adults aged 15 to 64. • 18.5 percent are adults aged 65 and over. • 2.4 percent of the resident population are 85 and over. South West • 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64. • 22.3 per cent are aged 65 and over. England • 17.4 per cent of people are aged 0 to 14. • 64.2 per cent of people are aged 15 to 64. • 18.4 per cent of people are aged 65 and over. (2021 Census)	No adverse impact anticipated		

Care experienced individuals (Note that as per the Independent Review of Children's Social Care recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic).	It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation. The Care Review reported that 41 per cent of 19-21 year old care leavers are not in education, employment or training (NEET) compared to 12 per cent of all other young people in the same age group. In Plymouth there are currently 50 per cent of care leavers aged 18-21 Not in Education Training or Employment (54 per cent of all those care leavers aged 18-24 who are open to the service). There are currently 195 care leavers aged 18 to 20 (statutory service) and 58 aged 21 to 24 (extended offer). There are more care leavers aged 21 to 24 who could return for support from services if they wished to.	No adverse impact anticipated.		
Disability	9.4 per cent of residents in Plymouth have their activities limited 'a lot' because of a physical or mental health problem. 12.2 per cent of residents in Plymouth have their activities limited 'a little' because of a physical or mental health problem (2021 Census)	The fees for applying for a DDPS service will increase by inflation.	Persons meeting the eligibility criteria would have access to support/grant funds. The criteria associated with this courtesy service is not changing under this decision.	No further action required

		Implementation of parking charges on The Hoe Promenade and Coastal Car Parks	The Council currently offer an additional one hour free parking in addition to the time purchased by a Blue Badge Holder, in addition those who wish can purchase an annual Accessibility Permit which then negates the need for payment in Off Street car parks.	
Gender reassignment	0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as non-binary and, 0.1 per cent identify as a trans women (2021Census).	No adverse impact anticipated.		
Marriage and civil partnership	40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married. 0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).	No adverse impact anticipated.		
Pregnancy and maternity	The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total fertility rate (TFR) for Plymouth in 2021 was 1.5.	No adverse impact anticipated.		

Race	In 2021, 94.9 per cent of Plymouth's population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black (2021 Census) People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census) 92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).	No adverse impact anticipated.		
Religion or belief	48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of the population identified as Christian (2021 Census). Those who identified as Muslim account for 1.3 per cent of Plymouth's population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).	No adverse impact anticipated.		
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	No adverse impact anticipated.		
Sexual orientation	88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of residents describe their sexual orientation using a different term (2021 Census).	No adverse impact anticipated.		

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	No adverse impact anticipated.		

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Celebrate diversity and ensure that Plymouth is a welcoming city.	No adverse impact anticipated.		
Pay equality for women, and staff with disabilities in our workforce.	No adverse impact anticipated.		
Supporting our workforce through the implementation of Our People Strategy 2025-2028	No adverse impact anticipated.		
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	No adverse impact anticipated.		
Plymouth is a city where people from different backgrounds get along well.	No adverse impact anticipated.		