



## Equality Impact Assessment

### What is an Equality Impact Assessment (EIA) and why does the County Council do them?

The [Public Sector Equality Duty](#) (PSED) is an obligation within the [Equality Act 2010](#) ("the Act"), which asks public authorities, like Hampshire County Council, to give 'due regard' to equality considerations, in particular to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

This includes assessing the impact of policies and practices on individuals and communities with a protected characteristic, as defined in the Act and some other specific groups. The County Council uses EIAs to ensure it has paid 'due regard' to equalities considerations when there are changes to a service or policy, a new project or certain decisions.

EIA author	Position & Department	Contact
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Title:	Parking - Service Consolidation Efficiencies
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	On-street parking controls and enforcement.
Description of the service/policy/project/project phase	The service provides civil parking enforcement and associated traffic management, including the creation and amendment of parking and loading restrictions, areas of paid for parking and processing of temporary traffic regulation orders and notices. Currently the service is delivered directly by the County Council, outsourced to a specialist service provider, in four district areas (Fareham, Gosport, Test Valley and New Forest) and run by the district councils on the County Council's behalf in seven districts (Winchester, Havant, East Hampshire, Rushmoor, Hart, Basingstoke & Deane and Eastleigh).
New/changed service/policy/project	It is proposed to end the current agency arrangements and create a single countywide service for traffic management and for civil parking enforcement that will provide a resilient, cost-effective and highly efficient service utilising linked resources across this broad range of highway enforcement activity.

Engagement
None

#### Equalities considerations - Impact Assessment

#### Age

Impact on public	-
Impact on staff	-

Rationale	
Mitigation	

## Disability

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

## Gender Reassignment

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

## Pregnancy and Maternity

Impact on public	-
Impact on staff	-
Rationale	

Mitigation

## Race

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

## Religion or Belief

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

## Sex

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

## Sexual Orientation

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

## Marriage and Civil Partnership

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

## Poverty

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

## Rurality

Impact on public	-

Impact on staff	-
Rationale	
Mitigation	

Geographical Impact: Basingstoke and Deane, East Hampshire, Eastleigh, Hart, Havant, Rushmoor, Winchester

## Equality Statement

### Additional information:

None

### Overview Statement:

Assessment to show that due regard has been given and that there is no requirement for a full EIA:

It is considered that the proposal to end agency arrangements for civil parking enforcement and for traffic management would have a neutral impact on all protected groups as existing service delivery would be unaffected. Any changes to traffic regulations are subject to the Traffic Order process and therefore formal consultation will be undertaken on a scheme specific basis.

Should TUPE requirements arise from the withdrawal of the agreements, all appropriate HR and Legal processes will be followed, including engagement with affected staff.

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