

Equality and Rurality Impact Assessment Form

When completing this form you will need to provide evidence that you have considered how the ‘protected characteristics’ may be impacted upon by this decision. In line with the General Equality Duty the Council must, in the exercise of its functions, have due regard for the need to:

- a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This form should be completed in conjunction with the guidance document available on the Intranet

Once completed a copy should be emailed to cheryl.sloan@publicagroup.uk to be signed off by an equalities officer before being published.

1. Persons responsible for this assessment:

Names: Susan Hughes/Maria Wheatley	
Date of assessment: 13.10.25	Telephone: 01285 623541/01285 623228 Email:

2. Name of the policy, service, strategy, procedure or function:

Car Parking Strategy 2025 - 2028 New

3. Briefly describe it aims and objectives

Cotswold District Councils Parking Strategy for 2025-2028 outlines the approach to managing and delivering off-street parking services over the next three years. It is designed to meet user needs while supporting the Councils strategic objectives through to 2028.

4. Are there any external considerations? (e.g. Legislation/government directives)

Off-Street car parks are regulated by the Cotswold District Council (Off-street parking places) Order in line with legislation, The Traffic Management Act 2004 and the Road Traffic Regulation Act 1984.

5. What evidence has helped to inform this assessment?

Source	✓	If ticked please explain what
Demographic data and other statistics, including census findings	✓	Census data regarding population and trends to identify future need
Recent research findings including studies of deprivation	<input type="checkbox"/>	
Results of recent consultations and surveys	✓	Consultation with customers, residents, businesses and Town and Parish Councils.
Results of ethnic monitoring data and any equalities data	<input type="checkbox"/>	
Anecdotal information from groups and agencies within Gloucestershire	✓	Feedback residents, Local groups and Town and Parish Councils
Comparisons between similar functions / policies elsewhere	✓	Benchmarking of services
Analysis of audit reports and reviews	<input type="checkbox"/>	
Other:	<input type="checkbox"/>	

6. Please specify how intend to gather evidence to fill any gaps identified above:

The car parks will continue to be monitored and surveyed to ensure any changes are being measured for impact on users.

7. Has any consultation been carried out?

Yes

Extensive public engagement and consultation has taken place across the district, including surveying our customers and businesses. Engaging with Town and Parish Councils and carrying out thorough analysis of our parking data to understand the customer experience, occupancy and usage data to develop a strategic framework for delivering council parking services through to 2028.

If NO please outline any planned activities

N/A

8. What level of impact either directly or indirectly will the proposal have upon the general public / staff? (Please quantify where possible)

Level of impact	Response
NO IMPACT – The proposal has no impact upon the general public/staff	<input type="checkbox"/>
LOW – Few members of the general public/staff will be affected by this proposal	<input checked="" type="checkbox"/>
MEDIUM – A large group of the general public/staff will be affected by this proposal	<input type="checkbox"/>
HIGH – The proposal will have an impact upon the whole community/all staff	<input type="checkbox"/>
Comments: e.g. Who will this specifically impact? All proposed changes that require a change to the Parking Order will be subject to statutory and public consultation. The changes proposed are for a small group of car parks. The impact of the changes will have an effect on a small number of users.	

9. Considering the available evidence, what type of impact could this function have on any of the protected characteristics?

Negative – it could disadvantage and therefore potentially not meet the General Equality duty;

Positive – it could benefit and help meet the General Equality duty;

Neutral – neither positive nor negative impact / Not sure

	Potential Negative	Potential Positive	Neutral	Reasons	Options for mitigating adverse impacts
Age – Young People			<input checked="" type="checkbox"/>	The Parking Strategy does not affect the age of people.	
Age – Old People			<input checked="" type="checkbox"/>	The Parking Strategy does not affect the age of people.	
Disability			<input checked="" type="checkbox"/>	Disabled Blue Badge holders will continue to park for free in the council owned car parks.	

Sex – Male			√	The Parking Strategy does not affect gender.	
Sex – Female			√	The Parking Strategy does not affect gender.	
Race including Gypsy and Travellers			√	The Parking Strategy has no effect on race, Gypsy or Traveller communities.	
Religion or Belief			√	The Parking Strategy has no effect on religion or belief.	
Sexual Orientation			√	The Parking Strategy has no effect on sexual orientation.	
Gender Reassignment			√	The Parking Strategy has no effect on gender reassignment.	
Pregnancy and maternity			√	The Parking Strategy has no effect on pregnancy and maternity.	
Geographical impacts on one area			√	The Parking Strategy has no effect on geographical areas.	
Other Groups			√	N/A	
Rural considerations: ie Access to services; leisure facilities, transport; education; employment; broadband.			√	The Parking Strategy has no effect on access to services.	

10. Action plan (add additional lines if necessary)

Action(s)	Lead Officer	Resource	Timescale

11. Is there is anything else that you wish to add?

Declaration

I/We are satisfied that an equality impact assessment has been carried out on this policy, service, strategy, procedure or function and where an negative impact has been identified actions have been developed to lessen or negate this impact. We understand that the Equality Impact Assessment is required by the District Council and that we take responsibility for the completion and quality of this assessment.

Completed By:	Maria Wheatley	Date:	13.10.25
Line Manager:	Susan Hughes	Date:	13.10.2025
Reviewed by Corporate Equality Officer:	Cheryl Sloan	Date:	15/10/2025