



## Equality and Rurality Impact Assessment Form

## Annex E

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 [@publicagroup.uk](mailto:publicagroup@publicagroup.uk) to be signed off by an equalities officer before being published.

### 1. Persons responsible for this assessment:

Names: Susan Hughes	
Date of assessment: February 2024	Telephone: 01285 623228 Email: susan.hughes@publicagroup.uk

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

Delegated Decision making meeting – Whiteway car park permits
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### 3. Briefly describe it aims and objectives

Outline the approach add a monthly season ticket holder permit option in addition to the annual season ticket to ensure best use of Council assets.
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4. Are there any external considerations? (e.g. Legislation/government directives)

There is a legal requirement to allow 21 day public notice via the press.

5. What evidence has helped to inform this assessment?

Source	✓	If ticked please explain what
Demographic data and other statistics, including census findings	✓	
Recent research findings including studies of deprivation	<input type="checkbox"/>	
Results of recent consultations and surveys	✓	
Results of ethnic monitoring data and any equalities data	<input type="checkbox"/>	
Anecdotal information from groups and agencies within Cotswolds	✓	Feedback from local business through the chambers of commerce and town and parish council walkabouts in Cirencester as part of the current Cotswold District Council car parking strategy
Comparisons between similar functions / policies elsewhere	<input type="checkbox"/>	
Analysis of audit reports and reviews	<input type="checkbox"/>	
Other:	x	

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

n/a



7. Has any consultation been carried out?

Current live consultation on the wider Cotswold District Council Car parking strategy is underway. No direct consultation required for this change

If NO please outline any planned activities

The delegated decision-making meeting seeks to gain approval to carry out this change.

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: This decision making meeting report proposes to create great flexible purchasing options for residents, employees and local business, when purchasing a season ticket at the whiteway car park.	

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			x	The proposal is inclusive to people of different age groups, but it is not specific to age	



Age – Old People			x	The proposal is inclusive to all ages	
Disability			x	The proposal is inclusive to people with disabilities but is not specific to disability	
Sex – Male			x	The proposal is inclusive to all gender groups, but it is not specific to gender	
Sex – Female			x	The proposal is inclusive to all gender groups, but it is not specific to gender	
Race including Gypsy and Travellers			x	The proposal is inclusive to people of all races, but it is not specific to race	
Religion or Belief			x	The proposal is inclusive to people of all religions, but it is not specific to religion	
Sexual Orientation			x	This proposal is inclusive to all types of sexual orientation, but it is not specific to sexual orientation	
Gender Reassignment			x	The proposal is inclusive to all gender groups, but it is not specific to gender	
Pregnancy and maternity			x	The proposal is inclusive to people who are pregnant and/or on maternity, but it is not specific to this group	
Geographical impacts on one area			x	The proposal is inclusive to the whole of the Cotswold District	
Other Groups			x	This proposal is inclusive to all other groups that are not mentioned	
<b>Rural considerations:</b> ie Access to services; leisure facilities, transport; education; employment; broadband.			x	The proposal is inclusive to the whole of the Cotswold District	

10. Action plan (add additional lines if necessary)



Action(s)	Lead Officer	Resource	Timescale
Decision making meeting	Jon Dearing and Cabinet Member for the Economy and Transformation		
21 press notice	Maria Wheatley		

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

no
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### 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:	Susan Hughes	Date:	05/02/2024
Line Manager:	Jon Dearing	Date:	9 <sup>th</sup> February 2024
Reviewed by Corporate Equality Officer:		Date:	