

## Bristol City Council Equality Impact Relevance Check



This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.

<b>What is the proposal?</b>	
Name of proposal	Transport - Charge for advisory disabled bays
Please outline the proposal.	Traffic – Charge for Advisory Disabled Bays and Keep Clear markings in locations not located in Residents Parking Schemes <i>(for more details please refer to savings proposal document)</i>
What savings will this proposal achieve?	34k (1FTE)
Name of Lead Officer	Peter Mann

<b>Could your proposal impact citizens with protected characteristics?</b> (This includes service users and the wider community)
Please outline where there may be significant opportunities or positive impacts, and for whom.
n/a
Please outline where there may be significant negative impacts, and for whom.
Advisory disabled bays are needed by disabled people and benefit this group and no other. Therefore this charge will only affect disabled people, and thus by stopping installation or charging for these, there will be a negative impact on disabled people and older people, all of whom have protected characteristics. Some disabled and older people will not request an advisory bay because they cannot afford it which could disadvantage someone if there is very little alternative parking close to the disabled person's home. This could create a differential policy for people who have previously had a bay installed for free, those who have a bay through RPZ policies and those who are being asked to pay £200 which could create poor relations with neighbours who do have an advisory bay. If disabled and older people choose to pay for the bay, other people may use it because it is an advisory bay and there is no guarantee it will be for the use of the disabled resident only. The additional administrative costs of agreeing payments and possibly monthly payment, will decrease the £34k saving and an evaluation is needed to identify if the saving is of sufficient value to justify with the public distress and damage to reputation of the introduction of this policy. Further consideration is needed to identify the impact for people in RPZs

<b>Could your proposal impact staff with protected characteristics?</b> (i.e. reduction in posts, changes to working hours or locations, changes in pay)
Please outline where there may be significant opportunities or positive impacts, and for whom.

n/a
Please outline where there may be negative impacts, and for whom.
n/a

<b>Is a full Equality Impact Assessment required?</b>	
<p>Does the proposal have the potential to impact on people with protected characteristics in the following ways:</p> <ul style="list-style-type: none"> <li>• access to or participation in a service,</li> <li>• levels of representation in our workforce, or</li> <li>• reducing quality of life (i.e. health, education, standard of living) ?</li> </ul>	
<p>Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.</p>	<p>The Equality Team's advice would be the savings would not justify the potential to discriminate and this proposal should not be progressed. If it is progressed, then YES, a full EqIA is needed</p>
<p>Service Director sign-off and date:</p>	<p>Equalities Officer sign-off and date: 4/10/2016</p>