

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.

What is the proposal?	
Name of proposal	(Strategic City Transport) Workplace parking levy
Please outline the proposal.	Proposed introduction of workplace parking levy to generate income <i>(for more details please refer to savings proposal document)</i>
What savings will this proposal achieve?	Estimated 200-500k p.a. by 19/20
Name of Lead Officer	Peter Mann

Could your proposal impact citizens with protected characteristics? (This includes service users and the wider community)
Please outline where there may be significant opportunities or positive impacts, and for whom.
The funds raised would be reinvested in Transport projects in the City which could benefit women, BME communities, older people, younger people and disabled people who are more reliant on public transport.
Please outline where there may be significant negative impacts, and for whom.
Unlikely to have any significant negative impact on citizens with protected characteristics however further details of the scheme would need to be worked out. In areas such as Nottingham (where the scheme has been introduced) some businesses passed the charge on to their staff who then parked elsewhere on local residential streets – this is a risk that may occur in Bristol, and may be necessary to then review residents parking restrictions.

Could your proposal impact staff with protected characteristics? (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.
This proposal would generate some new jobs
Please outline where there may be negative impacts, and for whom.
Disabled staff would need concessions as they may have little alternative choice except for using work place car parking.

Is a full Equality Impact Assessment required?

Does the proposal have the potential to impact on people with protected characteristics in the following ways:

- access to or participation in a service,
- levels of representation in our workforce, or
- reducing quality of life (i.e. health, education, standard of living) ?

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.

Yes

Service Director sign-off and date:

Equalities Officer sign-off and date: 4/10/2016
Anne James – Equality and Community
Cohesion Team Leader

CONFIDENTIAL