

Equality Impact and Needs Analysis: CPZ Programme

Section 1: Equality impact and needs analysis details

Proposed policy/decision/business plan to which this equality analysis relates	Permit Parking Programme
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Equality analysis author	Gurch Durhailay and Jo Redshaw				
Strategic Director:	Toni Ainge				
Department	Environment	Division	Highways		
Period analysis undertaken					
Date of review (if applicable)					
Sign-off		Position		Date	

Section 2: Brief description of policy/decision/business plan

1.1 Brief description of policy/decision/business plan

The Council is currently working on a programme to propose and consult on new permit parking schemes across various locations in the borough. This is in line with the council's plan to tackle parking pressure and improve local streets for residents.

Permit schemes ensure that kerb space is protected for residents, businesses, and their visitors and to discourage all day parking from commuters. The borough, having such excellent transport links, particularly in the north of the borough lends itself to being an attractive place to park for commuters who can then springboard into London for work or attractions.

The Council will be consulting on new parking schemes in the borough as well as reviewing existing permit schemes to ensure that they are still fit for purpose.

The borough has permit parking controls on approximately 70% of the road network, the majority of these restrictions are to the north of the borough, with the exception of the 'Rotherhithe Village' Scheme near Rotherhithe station.

A permit scheme means that people, businesses, and residents, residing in the scheme boundary are eligible to purchase permits at a cost determined by the council as part of its fees and charges. People from outside this area, such as commuters, are not eligible for permits. However, provisions are provided in every zone for visitors via Pay By Phone bays, visitor vouchers or dispensations (for longer stays).

Blue badge provision in the borough allows parking in shared use bays without limit, disabled bays without limit and on yellow lines where loading restrictions do not apply for up to 3 hours. More information can be found on the Council's website here:

<https://www.southwark.gov.uk/parking/disabled-parking/parking-with-a-blue-badge>

Consultation will be via an online survey; paper copies of the survey are available on request. Each address in the consultation area will be written to, inviting them to take part in the consultation. Drop-in sessions will be arranged in venues convenient to the area being surveyed and in accessible buildings.

Following the initial informal consultation exercise, a decision whether to implement the schemes will be made as per the council's scheme of delegation and the decision will be made by the cabinet member.

Should it be decided that the schemes are to progress to implementation, a statutory consultation will then take place. All addresses in the relevant area will be written to advising them of the statutory consultation and how to take part. Should objections be received, they will be considered by the Cabinet Member before a final decision is made. If a decision is made for the scheme is to progress, the traffic order will be made, and again all addresses will be written to advising of key dates, work being carried out and how to purchase a permit.

Schemes will be reviewed approximately six months to a year after their implementation to determine their effectiveness and to gather information on what can be done to improve the scheme. This will be carried out via an online survey and all addresses in the review area will be written to inviting them to take part in the review.

Ward members are consulted before, during and after all schemes are implemented keeping them engaged, involved, and informed of progress.

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	Key users – these would be all people that access parking in a proposed area. The implementation of permit schemes would mean that all kerb spaces are either restricted by yellow lines or various permit parking bays which will be signed accordingly.
Key stakeholders were/are involved in this policy/decision/business plan	<p>Informal consultation – this consultation is undertaken with the public. The Council is proposing the scheme and inviting comment from members of the public. Drop-in sessions are arranged so that the public can meet officers to ask questions and have their say. It is encouraged that all comments are made via the online survey. Should people not have access to online facilities, they can complete the survey attached to the booklet, all details are included in the booklet.</p> <p>Statutory consultation – This 21-day statutory consultation period allows anyone to make comments to the proposed scheme. As part of the process, statutory consultees are directly consulted, a notice is put in the local paper and posters erected on-street. In addition to this, all residents and businesses in the vicinity are sent a letter advising of the statutory consultation.</p>

Section 4: Pre-implementation equality impact and needs analysis

This section considers the potential impacts (positive and negative) on groups with 'protected characteristics', the equality information on which this analysis is based and any mitigating actions to be taken, including improvement actions to promote equality and tackle inequalities. An equality analysis also presents as an opportunity to improve services to meet diverse needs, promote equality, tackle inequalities, and promote good community relations. It is not just about addressing negative impacts.

The columns include societal issues (discrimination, exclusion, needs etc.) and socio-economic issues (levels of poverty, employment, income). As the two aspects are heavily interrelated it may not be practical to fill out both columns on all protected characteristics. The aim is, however, to ensure that socio-economic issues are given special consideration, as it is the council's intention to reduce socio-economic inequalities in the borough. Key is also the link between protected characteristics and socio-economic disadvantage, including experiences of multiple disadvantages.

Socio-economic disadvantage may arise from a range of factors, including:

- poverty
- health
- education
- limited social mobility
- housing
- a lack of expectations
- discrimination
- multiple disadvantage

The public sector equality duty (PSED) requires the Council to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment, and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of underrepresented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- Always work to make Southwark more equal and just
- Stand against all forms of discrimination and racism

Age – Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 – 30 year olds).

Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.

Potential Socio-Economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)

Older people – negative Some older people who rely on their cars will have to pay for parking at their destinations, such as shops and places of interest.	A permit-parking scheme near to shops and places of interest will mean that there is more available parking near to the destination. A permit scheme would encourage walking, cycling or public transport, however where this is not possible, paid for parking bays will be provided. Permits enable holders to park on all streets within that zone.
Older people – positive Some people may choose to walk instead of using their cars, improving health and well-being. This will also contribute to the improvement of air quality if a fossil fuel vehicle is being used less for journeys.	Encouraging more health-conscious modes of transport.
Older people – negative Some older people may not use smart phones and apps, this may be an issue in purchasing visitor vouchers for people visiting them, or for themselves to pay for parking at their destination. This may lead to social isolation.	Visitor vouchers can be purchased over the phone and paid for parking transactions can also be paid over the phone. At some destinations, parking can be paid for at participating shops.
Equality information on which above analysis is based	Socio-Economic data on which above analysis is based
Census data for Southwark	Data shows that the population nationally including Southwark is ageing, and there are more people over 65 than previously. There has been an increase of 15.5% in people aged 65 years and over, an increase of 8.4% in people aged 15 to 64 years, and a decrease of 3.8% in children aged under 15 years. (Census Data from 2011 to 2021)
Mitigating and/or improvement actions to be taken	
To ensure that people of all ages are engaged during consultation, to make paper copies of surveys available and to have accessible drop-in locations. To ensure that there is an option to park (although paid for) near to places of interest for people who need to use their cars.	Door knocking to be undertaken to reach those who may not be able to respond in other ways or those who cannot attend drop-in sessions. Tenants and Residents association meeting to be attended where possible.

Age – specific to each CPZ Data	CPZ impact
Rotherhithe: Under 20: 2,975 people 20 to 64: 11,459 people 65 and over: 1,194 people	While the introduction of a CPZ does not reduce the amount of parking available in an area, it does require residents to pay for a permit where they would have otherwise parked for free. The introduction of parking controls prioritises parking space for those who live in the area rather than those commuting to the area and as such, the benefits outweigh the disbenefits.

Disability – A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

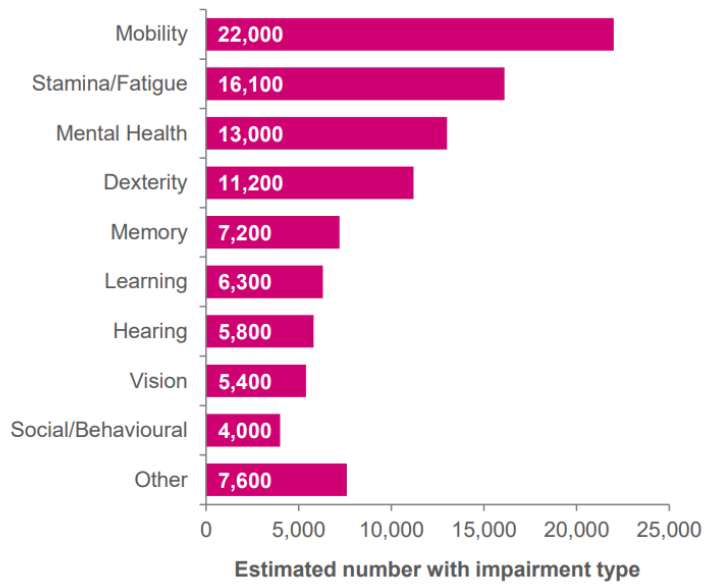
Please note that under the PSED due regard includes:

<p>Giving due consideration in all relevant areas to “the steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons’ disabilities.” This also includes the need to understand and focus on different needs/impacts arising from different disabilities.</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</p>	<p>Potential socio-economic impacts needs/issues arising from socio-economic disadvantage (positive and negative)</p>
<p>Positive – potential increased availability of parking</p>	<p>Permit schemes will remove vehicles used for all day parking by commuters, particularly from places of interest therefore increasing the parking capacity near to the destination</p>
<p>Positive – reduced cost of resident parking permit</p>	<p>Resident parking permits are offered to residents who have a blue badge at the reduced cost of £30 per annum as opposed to the normal annual cost of £247.50</p>
<p>Positive – increased free parking places for blue badge holders</p>	<p>Free parking is available for blue badge holders in shared use bays, disabled bays, and yellow lines without loading restrictions. More details can be found here: https://www.southwark.gov.uk/parking/disabled-parking/parking-with-a-blue-badge</p>
<p>Negative – disabled drivers who are not eligible for a blue badge and who rely on their cars will have to pay to park near to their destination, if their destination is in a permit zone</p>	<p>The same parking restrictions will apply to all drivers, the exception being for blue badge holders as above who are able to park for free on restrictions such as double yellow lines (for up to three hours) and shared use bays when displaying their badge and clock.</p>
<p>Negative – all residents who reside in a permit zone will have to pay for parking permits</p>	<p>As above, blue badge holders are eligible for discounts on resident permits. Some drivers may have off street parking and thus would not need to purchase a parking permit if they park on their private land.</p>
<p>Negative – disabled people residing in a permit zone who receive care, will require their care workers to pay to park or they will require appropriate permits</p>	<p>Carer permits are available to care providers in the borough to allow them to park in permit zones and carry out their care function. More details can be found here: https://www.southwark.gov.uk/parking/parking-permits/on-street-permits/home-care-workers-parking-permits https://www.southwark.gov.uk/parking/parking-permits/on-street-permits/health-workers-parking-permits</p>
<p>Positive – as part of the design for permit schemes, there will be more destination disabled bays implemented near places of interest such as shops, transport hubs etc.</p>	<p>Increased parking provisions for blue badge holders in the form of destination disabled bays</p>
<p>Equality information on which above analysis is based</p>	<p>Socio-economic data on which above analysis is based</p>
<p>Unpaid or informal carers play an integral role in supporting the family members and friends they care for. Over 18,000 residents provide some level of unpaid care, equivalent to 6% of Southwark’s population</p> <p>Southwark JSNA Annual Report: 2023</p> <p>167 new unpaid carers were identified in 2022/23</p>	<p>Carers</p> <p>Adult Social Care provided support to nearly 3,340 long-term service users in 2022/23.</p>

The Family Resources Survey (FRS) collects extensive information on disability in the UK and is a key source of information on disabled adults and children. The definition of disability used within the survey is consistent with the core definition of disability under the Equality Act 2010. A person is considered to have a disability if they have a long-standing illness, disability or impairment that causes substantial difficulty with day-to-day activities. Figures for 2019/20 suggest 14% of residents in inner-London have a disability. For Southwark this would equate to 44,800 people. The survey results also highlight the main impairment types for those with a disability, with the largest impairment being mobility. The chart opposite presents extrapolated figures for Southwark and should be treated as a guide to the scale of impairment in the borough, rather than exact figures.

8.2% of people in Southwark are disabled under the equality act: day-to-day activities limited a lot. 9.4% of people in Southwark are disabled under the equality act: day-to-day activities limited a little. Across London, 13.2% of people are Disabled (using the definition under the Equality Act 2010). Census 2021

Extrapolated prevalence of key impairment types for those with a disability in Southwark, 2019/20 Source: Department for Work & Pensions, 2021. Family Resources Survey 2019/20



Mitigating and/or improvement actions to be taken

Potentially more available parking near to destinations for disabled drivers.

Blue badge parking provisions for badge holders.

Carer permits available.

Carer permit allocation is currently under review and there is room for flexibility in the issue of permits in certain circumstances.

Permit parking will reduce commuter parking, therefore increasing parking spaces in the area.

As above, blue badge parking privileges for badge holders as above.

There are permit provisions for care providers in the borough.

In some cases, unpaid carers may be able to apply for a permit.

The blue badge scheme is a nationally recognised scheme that has defined criteria which are used to determine if an individual is allocated a blue badge. It is important that a consistent approach is applied to issuing parking permits and as such the blue badge scheme is used to determine if an AD permit (virtual permit for blue badge holders) is issued. As far as we are aware all other London boroughs use the blue badge scheme as the basis to issue permits.

Disability – specific to each CPZ Data

CPZ impact

<p>Southwark average disability: 14%</p> <p>Nunhead and Queen's Road: 17% of residents stated they have a disability.</p> <p>Dulwich Village: 11% of residents stated they have a disability.</p> <p>Rotherhithe: 13% of residents stated they have a disability.</p>	<p>The introduction of a controlled parking zone prioritises space for those who live in the area. Parking permits for those with Blue Badges are £30, which is lower than the cost of resident's permit. Blue Badge holders can park for up to three hours on double yellow lines where safe to do so and for an unlimited amount of time in disabled parking bays and shared use bays.</p>
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<p>Gender reassignment: - The process of transitioning from one gender to another.</p> <p>Gender Identity: Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex or can differ from it.</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</p>	<p>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</p>
<p>Encouragement to walk/cycle may increase risk for vulnerable people when they use the streets at night. - negative</p>	<p>If a permit scheme is introduced, this will not prevent people from driving, and these schemes are unlikely to operate into the evening.</p>
<p>Equality information on which above analysis is based.</p>	<p>Socio-economic data on which above analysis is based</p>
<p>Mitigating and/or improvement actions to be taken</p>	

<p>Marriage and civil partnership – In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples and must be treated the same as married couples on a wide range of legal matters. (Only to be considered in respect to the need to eliminate discrimination.)</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</p>
<p>This protected characteristics will not be affected, as marital status is not relevant to the intended change</p>	<p>If a permit scheme is introduced, this will not prevent people from driving, and these schemes are unlikely to operate into the evening.</p>

Equality information on which above analysis is based	Socio-economic data on which above analysis is based
The change will be negative because of the increased charge.	
Mitigating or improvement actions to be taken	

Pregnancy and maternity - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
Encouragement to walk/cycle may increase risk for vulnerable people when they use the streets at night. - negative	If a permit scheme is introduced, this will not prevent people from driving, and these schemes are unlikely to operate into the evening.
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
Mitigating and/or improvement actions to be taken	

Race - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. N.B. Gypsy, Roma and Traveller are recognised racial groups and their needs should be considered alongside all others	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)

Negative – the introduction of parking permits may put additional financial strain on Black, Asian and Minority Ethnic households.

According to research conducted by Nat Cen, Black, Asian, and minority ethnic households consistently have the highest rates of poverty, and White British households have the lowest.

Ethnicity	No cars or vans in household	%	1 or more cars or vans in household	%	Total
Asian, Asian British or Asian Welsh	7180	62%	4488	38%	11668
Black, Black British, Black Welsh, Caribbean or African	18142	59%	12390	41%	30532
Mixed or Multiple ethnic groups	4225	66%	2205	34%	6430
White: English, Welsh, Scottish, Northern Irish or British	27958	54%	23837	46%	51795
White: Irish	2262	65%	1227	35%	3489
White: Gypsy or Irish Traveller, Roma or Other White	14296	72%	5423	28%	19719
Other ethnic group	4788	67%	2397	33%	7185

If this aligns with the fact that Black, Asian and Minority Ethnic households may have consistently higher rates of poverty, then the results should show that the scheme has had a positive effect on our Black, Asian and Minority residents. Various socio-economic groups experience varying degrees of accessibility regarding transportation options. Individuals who rely heavily on the bus for commuting tend to have lower incomes, reside in disadvantaged areas, and are more inclined to decline job opportunities due to transportation limitations. On the other hand, individuals with higher incomes predominantly utilise cars and trains as their preferred modes of transportation. By creating more walking spaces and improving the cycle routes by reducing the amount of cars in an area, we are encouraging economic growth and minimising/reducing the risks of transport poverty.

According to data in the 2021 Census, the majority of people do not own a car in Southwark and this is reflected across all ethnicities.

As the majority of people do not own a car, the parking restrictions won't impact one ethnicity in particular.

Equality information on which above analysis is based

Census data

Socio-economic data on which above analysis is based

51.4% of residents in the borough identify themselves as white. This figure varies from ward to ward. When carrying out consultation in a particular area, we are proposing to conduct door knocking to reach a representative demographic for the area.

Mitigating and/or improvement actions to be taken

Mitigation to be undertaken at the consultation stage to ensure we get a response that represents the demographics in the area. A majority don't own a car and possible improvements to the streetscape are likely to benefit more people than not putting in parking restrictions.

Note only 40% of Southwark residents own a car and note also that owning a car is expensive and as such the impact on those on low incomes is minimal. Having said that we are introducing two amendments to permit charges from 1 April 2024:

	<ul style="list-style-type: none"> • Introduction of an informal carers permit for those carers whom are not professionals • Equalising the permit charge whether paid in monthly instalments or as one annual lump sum <p>Interpreters are arranged for consultations if requested. This has been successfully arranged for past consultations.</p>
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Race – specific to each CPZ Data	CPZ impact																														
<p>Southwark race demographics:</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr style="background-color: #0056b3; color: white;"> <th>Area</th> <th>White</th> <th>Black, Black British, Caribbean or African</th> <th>Asian or Asian British</th> <th>Mixed or Multiple ethnic groups</th> <th>Other</th> </tr> </thead> <tbody> <tr> <td>Southwark</td> <td>51%</td> <td>25%</td> <td>10%</td> <td>7%</td> <td>6%</td> </tr> <tr> <td>Dulwich Village</td> <td>79%</td> <td>5%</td> <td>6%</td> <td>7%</td> <td>2%</td> </tr> <tr> <td>Nunhead & Queen's Road</td> <td>45%</td> <td>35%</td> <td>7%</td> <td>8%</td> <td>5%</td> </tr> <tr> <td>Rotherhithe</td> <td>56%</td> <td>19%</td> <td>14%</td> <td>7%</td> <td>5%</td> </tr> </tbody> </table>	Area	White	Black, Black British, Caribbean or African	Asian or Asian British	Mixed or Multiple ethnic groups	Other	Southwark	51%	25%	10%	7%	6%	Dulwich Village	79%	5%	6%	7%	2%	Nunhead & Queen's Road	45%	35%	7%	8%	5%	Rotherhithe	56%	19%	14%	7%	5%	<p>The CPZ proposed in Nunhead & Queen's Road, as well as the Rotherhithe area is likely to have more of an impact on the Black and Minority Ethnic population due to the increased likelihood that this demographic would be living in poverty and the higher percentage of non-white residents in these areas. The cost of permits may increase financial challenges, however, the rate of car ownership in these areas is much lower than in Dulwich Village and thus the expected benefits of less traffic on the streets is likely to outweigh the dis-benefits.</p>
Area	White	Black, Black British, Caribbean or African	Asian or Asian British	Mixed or Multiple ethnic groups	Other																										
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<p>Religion and belief - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.</p>	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
<p>Negative – if a permit scheme is introduced, people attending places for worship will have to pay to park.</p> <p>Positive – a permit scheme may increase the amount of parking in the area where it is introduced, therefore increasing available parking in an area.</p> <p>Negative – most parking zones operate on weekdays, which coincides with the religious day for some places of worship, but not with others. This may disproportionately affect one group of people.</p> <p>Negative – permit parking is more likely to be in place Monday to Friday and thus places of worship with services at the weekend are more likely to benefit from free parking.</p>	<p>Permit schemes will not prevent people from driving to places of worship, but will encourage more sustainable modes of transport, as parking in a permit zone would have to be paid for.</p> <p>As above, permit schemes do not prevent people from driving to places of worship and bays will be introduced to allow pay by phone parking.</p> <p>Places of worship with services at the weekend are more likely to benefit from free parking.</p>

Equality information on which above analysis is based	Socio-economic data on which above analysis is based
Census 2021	43.3% of residents in the borough identify themselves as Christian
Mitigating and/or improvement actions to be taken	
<p>Parking bays could be a hurdle to attending a place of worship</p> <p>Each individual place of worship to be considered and mitigation such as additional disabled bays/short stay bays to be introduced.</p>	Places of worship to be consulted and individual arrangements to be considered when proposing parking bays.

Religion – specific to each CPZ Data	CPZ impact																																	
<table border="1"> <thead> <tr> <th>Religion</th> <th>Count</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>No religion</td> <td>111,935</td> <td>36%</td> </tr> <tr> <td>Christian</td> <td>133,298</td> <td>43%</td> </tr> <tr> <td>Buddhist</td> <td>2,965</td> <td>1%</td> </tr> <tr> <td>Hindu</td> <td>3,444</td> <td>1%</td> </tr> <tr> <td>Jewish</td> <td>1,243</td> <td>0%</td> </tr> <tr> <td>Muslim</td> <td>29,633</td> <td>10%</td> </tr> <tr> <td>Sikh</td> <td>632</td> <td>0%</td> </tr> <tr> <td>Other religion</td> <td>2,149</td> <td>1%</td> </tr> <tr> <td>Not answered</td> <td>22,338</td> <td>7%</td> </tr> <tr> <td>Total</td> <td>307,637</td> <td>100%</td> </tr> </tbody> </table> <p>Places of worship in each area:</p> <p>Rotherhithe St Mary's Church, Rotherhithe</p>	Religion	Count	%	No religion	111,935	36%	Christian	133,298	43%	Buddhist	2,965	1%	Hindu	3,444	1%	Jewish	1,243	0%	Muslim	29,633	10%	Sikh	632	0%	Other religion	2,149	1%	Not answered	22,338	7%	Total	307,637	100%	<p>A controlled parking zone is unlikely to have a significant negative impact on someone based on their religious belief or disproportionately prioritise one group over another.</p> <p>Consideration will need to be given to the type of bays provided outside places of worship to ensure that attendees are still able to drive if required. Bays may include Shared use bays, destination disabled bays and short stay free bays.</p> <p>Another consideration will be the different days of worship. If the CPZ is implemented Mon – Fri, it may be more benefit for churches who tend to have their main day of worship on a Sunday as opposed to a Mosque, which may be busier on a Friday. Individual places of worship will be directly consulted over which types of parking bays and arrangements would suit them better.</p>
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Sex - A man or a woman.	
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Encouragement to walk/cycle may increase risk for vulnerable people when they use the streets at night. - negative	If a permit scheme is introduced, this will not prevent people from driving, and these schemes are unlikely to operate into the

	evening.
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
Census 2021	Anecdotal evidence suggests that women are more likely to be vulnerable to violence on street at night. 51.6% of Southwark identify as female.
Mitigating and/or improvement actions to be taken	
The introduction of a permit scheme does not prevent people from parking in an area if they hold a valid permit. There is a cost involved, but behaviour change is mainly limited to those commuting into an area.	

Sex – specific to each CPZ Data	CPZ impact
Southwark sex demographics: In the Census 2021, in all four CPZ areas, the majority have stated that they are female.	It is unlikely that the implementation of a CPZ in any of the four CPZ areas will have a disproportionately negative or positive impact on people who are male or female. In each area, parking will be prioritised for those living in the area and there is an expected reduction in parking pressure. This will ensure that residents will be able to park closer to their homes.

Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
Encouragement to walk/cycle may increase risk for vulnerable people when they use the streets at night. - negative	If a permit scheme is introduced, this will not prevent people from driving, and these schemes are unlikely to operate into the evening.
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Mitigating and/or improvement actions to be taken	



Human Rights

There are 16 rights in the Human Rights Act. Each one is called an Article. They are all taken from the European Convention on Human Rights. The Articles are The right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour, Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom of assembly, Marriage and family, Freedom from discrimination and the First Protocol

Potential impacts (positive and negative) of proposed policy/decision/business plan

Consideration has been given to all road users and their parking needs. Various parking provisions have/will be provided specific to the needs of the area, which will be determined through the various stages of consultation. Disabled drivers who use a Blue Badge have parking privileges, which allow them to park as near as possible to their destination. The exclusion of commuters and people from outside the permit area, who choose to drive into a permit area to park, will increase the parking provision for all road users as there will be more available parking for residents and for customers visiting businesses. This will increase available parking for customers around places of business.

The introduction of permit schemes attempts to reduce parking stress and prioritise parking for those living in the area. The introduction of permit parking does not contravene the human rights of those in the area, it is not a human right to park on the public highway.

Information on which above analysis is based

Statutory and public consultations, anecdotal evidence, post implementation surveys in other parking zones.

Mitigating and/or improvement actions to be taken

Owning a car is not a human right, the introduction of a controlled parking zone does not constitute a breach of the Human Rights Act.

Conclusions

Summarise main findings and conclusions of the overall equality impact and needs analysis for this area:

Some negative impacts have been identified for people with protected characteristics who rely on personal vehicle travel. However, mitigations have been identified to counter the negative impacts.

Where positive benefits exist, these have been highlighted for each protected group.

Parking dispensations are available for people who have a blue badge. This will allow badge holders to park in various locations around the borough with no charge.

For people that either receive care or provide care in the borough, permits are available so that care providers can carry out their function in the borough where permit schemes have been introduced.

Proportion of Londoners using types of transport at least once a week (2016/17) [11]

%	Disabled	Disabled 16-64	Disabled 65+	Non-disabled (All)	Non-disabled 65+
Base	(1,729)	(789)	(863)	(15,831)	(1,828)
Walking	81	88	70	96	95
Bus	58	64	48	60	72
Car (as a passenger)	42	40	41	45	41
Car (as a driver)	24	26	25	39	52
Tube	21	30	13	43	35
National Rail	9	12	5	17	15
Overground	7	10	3	12	8
Other taxi/minicab (private hire vehicle)	10	12	8	10	4
London taxi/black cab	3	3	3	2	2
DLR	3	5	2	5	1
Tram	2	3	1	2	2
Motorbike	-	1	-	1	1
Net: Any public transport (bus, Tube, National Rail, DLR, London Overground, tram)	61	69	52	74	78

LTDS data in this report excludes children aged under five.

The table showcases that the biggest mode share for disabled people is being a pedestrian, with buses and car passenger being second and third. It is therefore important to balance the needs of disabled people that are pedestrians/bus users and the needs of disabled people that must rely on vehicle transport. This scheme will make it easier to park near to local shops and businesses, providing benefits to disabled people as well.

This report shows that permit parking schemes can bring benefits to disabled people including “easier or more pleasant journeys; an increase in independence; a decrease in traffic danger and benefits to physical and mental health” (page 7). It also acknowledges some disbenefits including longer journey times.

Section 5: Further equality actions and objectives

5. Further actions

Based on the initial analysis above, please detail the key mitigating and/or improvement actions to promote equality and tackle inequalities; and any areas identified as requiring more detailed analysis.

Number	Description of issue	Action	Timeframe
1	Age - Potential that the introduction of a controlled parking zone may negatively impact older people.	<ol style="list-style-type: none"> 1. Provision of bays to suit the needs of those who don't own phone or need to park close to local amenities. 2. Paper questionnaires and Door knocking to take place during the consultation to capture the views of people that would not respond online or at drop in sessions. 	<ol style="list-style-type: none"> 1. Detailed design stage 2. Consultation
2	Disability - Parking restrictions may isolate those who rely on their cars or visits from carers	There will be a general increase in spaces because of the reduction in commuter parking, there are multiple free/discounted bays for those with Blue Badges. There are specific carer permits available.	Parking/permit policy
3	Potential that the responses to the parking consultation will not be representative of the demographics of that part of Southwark	Door knocking to take place during the consultation	Consultation
4	Religion - Paid for parking could be a hurdle to those visiting a place of worship.	<p>Bays to be introduced to ensure that places of worship are still accessible. Permit parking does not prevent people from being able to drive, but there will be a cost implication if services are during the operational hours.</p> <p>Each individual place of worship to be considered and mitigation such as additional disabled bays/short stay bays to be introduced.</p>	Detailed design
5			
6			
7			

5. Equality and socio-economic objectives (for business plans)

Based on the initial analysis above, please detail any of the equality objectives outlined above that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan.

Objective and measure	Lead officer	Current performance (baseline)	Targets	
			Year 1	Year 2

6. Review of implementation of the equality objectives and actions

Implementation Equality Impact and Needs Analysis