



**WATFORD**  
**BOROUGH**  
**COUNCIL**

# Equality Impact Analysis

<b>Service and section / team</b>	Planning and Development Transport and Infrastructure
<b>Title of policy, function or service</b>	Traffic Regulation Order:  THE BOROUGH OF WATFORD (CONTROLLED PARKING ZONE)(CONSOLIDATION) ORDER 2018 AMENDMENT ORDER No 11 - (ELECTRIC VEHICLE CHARGING PLACES) ORDER 2021
<b>Lead officer</b>	Andrew Sturgeon
<b>Person completing the EIA</b>	Andrew Sturgeon
<b>Type of policy, function or service:</b>	Existing (reviewed) <input type="checkbox"/>  New/Proposed <input checked="" type="checkbox"/>
<b>Date</b>	10 Feb 2021 – DRAFT pre statutory consultation.

For more information, please contact: Kathryn Robson, Partnerships & Performance on ext. 8077 or by email: [kathryn.robson@watford.gov.uk](mailto:kathryn.robson@watford.gov.uk)

## **Background**

An equality impact analysis involves assessing the likely or actual effects of policies or services on people in respect of the 'protected characteristics' set out in the Equality Act 2010. These are:

1. Age
2. Disability
3. Gender Reassignment
4. Pregnancy and maternity
5. Race
6. Religion or belief
7. Sex (gender)
8. Sexual Orientation
9. Marriage and Civil Partnership

It helps us to make sure the needs of people are taken into account when we **develop and implement a new policy** or service or **when we make a change to a current policy or service**.

**If you are not sure whether you should be carrying out an equality impact analysis (EIA) contact: Kathryn Robson, Partnerships & Performance on ext. 8077 or by email: [kathryn.robson@watford.gov.uk](mailto:kathryn.robson@watford.gov.uk)**

### **The following are the key steps that need to be considered when carrying out an EIA**

- Step 1 – identify the purpose of your policy or service.
- Step 2 – identify how the policy or service promotes equality.
- Step 3 – assess the impact of the policy or service using information and evidence.
- Step 4 – identify how any negative effects could be removed or reduced.
- Step 5 – identify how any positive effects will be delivered.
- Step 6 – arrange to monitor and evaluate the policy or service.
- Step 7 – sign off the equality impact analysis.
- Step 8 – arrange to publish the equality impact analysis.
- Step 9 – review the policy or service and update the equality impact analysis

\* Any new or revised policy / service / function that is being considered by Cabinet or another council committee **MUST** be supported by an EIA. The EIA needs to be made available when the report is submitted so that members can use it to support decision making. It will not be published as part of the committee papers but will be published as part of the council's equality information

\*\* EIAs should be conducted at the same time that a policy is being developed or reviewed

## **Step 1 - identify the purpose of your policy or service/function**

*[Briefly outline what are the aims, purpose and outcomes of the policy, function or service/function and how do these fit in with the wider aims of the organisation, i.e. corporate priorities?*

The proposals have been brought about to support the climate emergency pledge, and make Watford carbon neutral by 2030. In addition to promote Watford as a sustainable Town through encouraging 'greener' travel methods.

The Council has secured funding through the governments Office for Low Emission Vehicle (OLEV)

The proposed locations are within areas with high density housing and where residents cannot benefit from off street parking areas (eg Central & Nascot Wards). All areas are within Controlled Parking Zones. This therefore enables residents living within these zones to be able to charge EVs within their residential areas.

## **Step 2 – make sure the policy or service/function promotes equality**

*Also consider how the policy or service/function will support the council meet its duties under the Equality Act 2010 to:*

1. **eliminate** discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
2. **advance** equality of opportunity between people who share a relevant protected characteristic and people who do not share it
3. **foster** good relations between people who share a relevant protected characteristic and people who do not

The proposals seek to provide an opportunity for EV Charging Vehicles to charge on street where residents do not have access to off street charging facilities. The proposed location of these bays all fall within Controlled Parking Zones, and will enable residents with permits to be able to charge such vehicles, encouraging a greener way of travel. This EQIA is based on the provision of the Traffic Regulation Order and not the

**implementation or siting of the on street infrastructure, which will be considered by the designers and installation contractors.**

### **Step 3 - assess the impact of the policy or service/function using information and evidence**

*Outline what existing information / data you have that informs your policy or service/function. This could be quantitative data (for example, statistical or research information) and / or qualitative data (for focus groups, meetings, interviews) relating to groups having different needs, experiences in relation to this policy.*

***Describe briefly what evidence you have used and what it tells you. If you do not have the necessary information – particularly with regard to feedback from local people, you will need to take advice on whether you should carry out consultation. For example if the EIA is on a major project etc you should ensure you have conducted specific consultation on your area of work.***

[Partnerships and performance can advise on the data / information you could consider to assess your policy / service/function in terms of equalities and the protected characteristics and on conducting additional consultation].

**Informal consultation with residents has indicated a desire from residents to be able to charge vehicles within on street bays. This supports the Councils mission to make Watford carbon neutral by 2030. The bays which result in the loss of a small loss of street parking opportunities (namely 2 spaces per identified street) for non EV charging vehicles during the permitted CPZ hours.**

***Given what you have outlined about your policy / service/function and its relevancy to equality groups what effect or impact do you think it will have on these groups.***

*Consider:*

- *any negative effects or impacts that the policy or service/function might have on any of the protected characteristics or on equality overall. Is there something that might impact on people being able to access a service/function or benefit from a service/function or policy? You will need to identify these and who might be impacted*
- *any positive effects or impacts that the policy or service/function might have on any of the protected characteristics or on equality overall. Is there something that might help people access a service/function or improve their take up of a service/function or will a policy address an issue that will support people from a protected characteristic engage in an activity / function. Alternatively, might the policy or service/function foster good relations? You will need to identify these and who might be impacted and what outcomes you want to achieve*

### **Step 4 - identify how any negative effects could be removed or reduced**

*If you have identified negative effects or impacts use this step to consider if there is anything you could do to remove or reduce these effects / impacts. The critical thing is to have given consideration – it might be that there is nothing that can be done but it is important that you have given careful thought to the effects.*

**The introduction of the EV parking places will result in a small loss of on street parking places for residents with non EVs, during the permitted CPZ hours. However it is considered the demand for parking within the areas is sufficient to accommodate this additional restriction.**

**Whilst this EQIA relates to the proposals for the Traffic Regulation Order, it is cognisant to remind the contractors for implementation of their duties and pay regard to their Equalities Impact, specifically when siting infrastructure on the footway, to enable all users to use the footway. In addition to siting of charge points kerbside to ensure minimal ‘drag distance’ of equipment between vehicle and charge point.**

### **Step 5 - identify how any positive effects will be delivered**

*If you have identified positive effects or impacts use this step to consider how you can ensure these are delivered. If there are any barriers that might prevent the positive benefits being achieved consider how these might be overcome.*

**You might find the tables in Appendix A helpful in developing your conclusions on negative / positive effects.**

**The proposed EV charging points contribute to the Councils Climate Change Policies and incentives to support residents in making informed choices about vehicle types.**

### **Step 6 – arrange to monitor and evaluate the policy or service/function**

*It is important to make a note of how you will ensure that your conclusions in the EIA are delivered – how will the policy or service/function be monitored and the equality impacts evaluated and who is responsible for this.*

**A review of this EQIA will take place post Statutory Consultation to take account of any comments received from the public during this time.**

### **Step 7 – sign off the equality impact analysis**

*The EIA needs to be signed off by a Head of Service.*

**This EIA has been approved by:**

..... **Date** .....

## **Step 8 – arrange to publish the equality impact analysis.**

*Once the EIA has been approved it should be sent to:*

Kathryn Robson, Partnerships & Performance email: [kathryn.robson@watford.gov.uk](mailto:kathryn.robson@watford.gov.uk)

**It will then be published on the intranet and internet.**

## **Step 9 – review and update the equality impact analysis**

*Ensure you review the EIA in line with the date you set in Step 6. This is to see if the mitigations you identified have been implemented and if the positive benefits / impacts have been realised.*

*If there are any changes you will need to have the revised EIA signed off and resubmit to Partnerships and Performance.*

## Appendix A – What is the impact?

Does, or could this policy or service/function have a positive/negative effect / impact on members of the 'protected characteristics' below?

(a) Do you think that the policy impacts on people because of their **age**?

Age	Positive	Negative	None	Reasons for your decision
Age			X	Age is not considered as a criteria in relation to these proposals.

(b) Do you think that the policy impacts on people on the grounds of their **race**?

Race	Positive	Negative	None	Reasons for your decision
Race (this includes ethnic or national origins, colour and nationality)			X	Race is not considered as a criteria in relation to these proposals.

(c) Do you think that the policy impacts on people with a **disability**?

Disability	Positive	Negative	None	Reasons for your decision
Visual impairment			X	Visual impairment is not a relevant consideration in relation to the TRO advertising Consideration will be given by the installation contractors in regard to appropriate siting of the physical infrastructure and street furniture for the EV bays.
Hearing impairment			X	Visual impairment is not a relevant consideration in relation to the TRO advertising Consideration will be given by the installation contractors in regard to appropriate siting of the physical infrastructure and street furniture for the EV bays.
Physically disabled			X	Physically Disabled is not a relevant consideration in relation to the TRO advertising. Consideration will be given by the installation contractors in regard to appropriate siting of the physical infrastructure and street furniture for the EV bays.
Learning disability			X	Learning Disability is not a relevant consideration in relation to the TRO advertising Consideration will be



				given by the installation contractors in regard to appropriate siting of the physical infrastructure and street furniture for the EV bays.
Mental health			X	Mental Health is not a relevant consideration in relation to the TRO advertising. Consideration will be given by the installation contractors in regard to appropriate siting of the physical infrastructure and street furniture for the EV bays.
Other (HIV positive, multiple sclerosis, cancer, diabetes, epilepsy)			X	Other medical conditions are not relevant consideration in relation to this proposal.

(d) Do you think that the policy impacts on people because of their **religion or belief**?

Religion or belief	Positive	Negative	None	Reasons for your decision
Religion or belief			X	Religion or belief conditions are not relevant

				consideration in relation to this proposal
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(e) Do you think that the policy affects **men** and **women** in different ways?

Gender	Positive	Negative	None	Reasons for your decision
Male			X	Gender is not a consideration in relation to this proposal
Female			X	Gender is not a consideration in relation to this proposal

(f) Do you think that the policy impacts on people because of their **sexual orientation**?

Sexual orientation	Positive	Negative	None	Reasons for your decision
Gay men			X	Sexual orientation is not a consideration in relation to this proposal

Lesbians			X	Sexual orientation is not a consideration in relation to this proposal
Bi-sexual			X	Sexual orientation is not a consideration in relation to this proposal.
Heterosexual/straight			X	Sexual orientation is not a consideration in relation to this proposal. a

(g) Do you think that the policy impacts on people because they are **married or in a civil partnership**?

<b>Marriage/Civil partnership</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Marriage/Civil Partnership			X	Marital status is not a consideration in relation to this proposal

(h) Do you think that the policy impacts on women because of their **pregnancy/maternity leave**?

<b>Pregnancy/ Maternity</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Pregnancy/ Maternity			X	Pregnancy/Maternity is not a consideration in relation to this proposal

(i) Do you think that the policy impacts on people because they are undergoing/have undergone **gender reassignment**?

<b>Gender Reassignment</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Gender Reassignment			X	Gender reassignment is not a consideration in relation to this proposal.

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