

Equality Impact Assessment

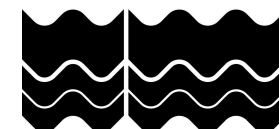
Equality Impact Assessment (EqIA) makes services better for everyone. It supports value for money by getting council services right the first time. It helps us make good decisions and evidence how we have met our legal duties¹.

EqIAs need to be done whenever a service, project, policy, strategy, activity or proposal is being started, needs to change, or is being reviewed. If there is potential for an impact on people, then do an EqIA. We use EqIAs to review information, consider possible disproportionate or specific impacts on different people, and then plan actions to reduce or avoid negative impacts and create positive outcomes². Embed any actions you identify into the relevant action plan to get the best outcomes for the Council, people who access services and our staff³.

Our legal duties to identify equality impacts don't stop us taking decisions or introducing changes that are needed. They do require us to take decisions and make changes conscientiously, and to deliberately confront the anticipated impacts on people.

This template sets out how to complete an EqIA. Guidance for sections is in *italics* in each section and in the end-notes. If you have any questions about your EqIA and/or how to complete this form, please use the contact details at the end of this form.

Title of Project / Service / Policy	Parking reviews in the Civil Parking Enforcement (CPE) areas of Eastbourne Borough, Hastings Borough, Lewes District and Rother District
Team	Parking Team, Transport and Operations
Department	CET
Provide a comprehensive description of your project (or service/policy, etc.) including its purpose and scope	<p>A parking review is carried out in each of our civil parking areas every 14 to 16 months. These review the parking restrictions in the district or borough to make sure they are working effectively.</p> <p>To make sure our schemes remain lawful there is a formal, legal process that must be followed when making changes or introducing new restrictions. The aims are:</p> <ul style="list-style-type: none">• to provide an effective, efficient and viable parking service• serve the community by identifying the specific needs of the community to provide adequate parking restrictions



	<ul style="list-style-type: none"> • effective communication with customers to inform, promote and improve services • provide effective management of policies and on street enforcement • be responsive to changing priorities through local factors and demand • keep up to date with changes to policy or legislation <p>We do not have the budget or resources to make all the changes identified through parking reviews or other development schemes, nor would every change request be appropriate. To manage the number of requests and make the best use of resources, a priority ranking system (considering issues such as safety and access in the street and wider area) is used and only those that score high enough will be progressed.</p>
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1. Update on previous EqlAs and outcomes of previous actions (if applicable)

What actions did you plan last time? (List them from the previous EqlA)	What improved as a result? What outcomes have these actions achieved?	What <u>further</u> actions do you need to take? (add these to the Action Plan below)
N/A	N/A	N/A

2. Review of information, equality assessment and potential actions

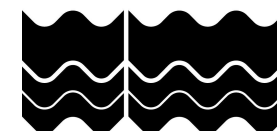
Consider the actual or potential impact of your project (service or policy) against each of the equality characteristics.

Age - people of all ages are protected under the Equality Act. Consider: older adults, under 5s, transition-aged young people (16-24), working age adults etc.	
(Age) What do you know? Summary of recent data, census information, research and insight about people who access your services and/or staff	Most service users are over the age of 17, although those under the age of 17 may be impacted by parking restrictions. People of all ages who park in an area of the CPE scheme where changes apply will be impacted by any proposed restrictions. Those people of working age who must drive to work and choose to park in an area of the CPE scheme, may be more than other car users.
(Age) What do people tell you? Summary of feedback from people who access your service and/or staff feedback	Age can affect the distance someone is able to or willing to walk from their vehicle to their destination. Technology used for parking, such as pay and display machines, permits, or mobile payments can be difficult for some age groups to use. People with young children find it difficult when they cannot park near to their homes as they cannot drop the child off to be left alone
(Age) What does this mean⁴? Impacts identified from data and feedback (actual and potential)	People may be adversely impacted dependant on their age group
(Age) What can you do? All potential actions to remove or reduce barriers and increase equality.	We will give people notice of the changes and an opportunity to make a representation to the proposed changes. Help is available for anyone that needs apply for a parking permit.

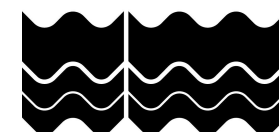
	Ticket machines will be provided where possible with clear instruction of use and information on other means of payment. Cash or coin options will always be available, with options also for payment by phone, online, text or app.
Disability - A person is disabled if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. Consider: sensory and mobility impairments; fluctuating, recurring or developmental conditions; learning difficulties; mental health; and people with cancer, multiple sclerosis or HIV. Neurodivergence and effects of menopause can also apply.	
(Disability) What do you know? Summary of data	<p>From parking consultations carried out since 2018 we received the responses below to the question asking if respondents considered themselves to have a disability.</p> <p>Eastbourne borough Yes 99 No 302 Prefer not to say 190</p> <p>Hastings borough Yes 31 No 185 Prefer not to say 34</p> <p>Lewes district Yes 47 No 321 Prefer not to say 223</p> <p>Rother district (responses since 2022) Yes 88 No 495 Prefer not to say 518</p>
(Disability) What do people tell you? Summary of feedback	<p>Parking technology can be difficult to use and inaccessible for some forms of disability.</p> <p>That there are not enough disabled/accessible parking spaces available.</p> <p>The number of disabled bays is often a question asked in freedom of information requests.</p> <p>It can be difficult to find parking space at busy healthcare facilities and at peak hours</p>

(Disability) What does this mean? Impacts identified	<p>People with long term mobility problems can apply for a Blue Badge which is a government scheme to provide better access for those with mobility or other disability-related issues. Our parking schemes recognise this national scheme and have concessions in place for those with a Blue Badges. Information on Blue badge can be found here Apply for a Blue Badge East Sussex County Council</p> <p>We are making our parking technology as user friendly and accessible as possible. Some factors are easier to address than others, for example accessibility of pay and display machines.</p> <p>Poor parking management can lead to stress missed appointments delays and negative experience affecting patients and care givers.</p>
(Disability) What can you do? All potential actions	<p>We will ensure that information on our website is up to date so users are well informed of the ranges of parking concessions available.</p> <p>We will continue to listen to feedback from users to try to continue to improve accessibility.</p> <p>All our parking schemes cater for blue badge holders with dedicated disabled bays and allowing the blue badge to be used in other types of parking bays as well.</p> <p>Ticket machines will be provided where possible with clear instruction of use and information on other means of payment. Cash or coin options will always be available, with options also for payment by phone, online, text or app.</p> <p>The parking reviews can help identify areas of inadequate parking management to enable us to promote effective parking management with tailored solutions e.g dedicated parking spaces, improved signage. This helps to promote a more accessible and supportive environment for disabled people and those caring for them.</p> <p>..</p>
Gender reassignment - In the Act a transgender person is someone who proposes to, starts or has completed a process to change his or her gender. A person does not need to be under medical supervision to be protected	
(Gender reassignment) What do you know? Summary of data	There are no impacts identified that would impact this protected characteristic group
(Gender reassignment) What do people tell you?	N/A

Summary of feedback	
(Gender reassignment) What does this mean? Impacts identified	N/A
(Gender reassignment) What can you do? • All potential actions	N/A
Pregnancy and maternity - Protection is during pregnancy and any statutory maternity leave.	
(Pregnancy & maternity) What do you know? Summary of data	There are no impacts identified that would impact this protected characteristic group
(Pregnancy & maternity) What do people tell you? Summary of feedback	N/A
(Pregnancy & maternity) What does this mean? Impacts identified	N/A
(Pregnancy & maternity) What can you do? All potential actions	N/A
Race (ethnicity) - This includes ethnic or national origins, colour or nationality, and includes refugees and migrants ⁵ , and Gypsies and Travellers.	
(Race / ethnicity) What do you know? Summary of data	There are no impacts identified that would impact this protected characteristic group
(Race / ethnicity) What do people tell you? Summary of feedback	N/A
(Race / ethnicity) What does this mean? Impacts identified	N/A
(Race / ethnicity)	N/A



What can you do? All potential actions	
Religion or belief - Religion includes any religion with a clear structure and belief system. Belief means any religious or philosophical belief. The Act also covers lack of religion or belief.	
(Religion /& Belief) What do you know? Summary of data	45.9% are Christian 44.7% no religion 6.5% not answered
(Religion /& Belief) What do people tell you? Summary of feedback	It can be difficult to park at or near some places of worship, particularly when parking restrictions apply, or the type of restrictions that is in place near a place of worship. Most of our schemes have restrictions that apply during the day Monday to Saturday. This can make it easier to park near a place of worship in the evenings and on Sundays. Whilst not installed to benefit a particular religion, it can make access to a place of worship easier in the evenings and on Sundays.
(Religion /& Belief) What does this mean? Impacts identified	Our parking schemes are provided to all users irrespective of religion or belief. The parking restrictions in place are to balance the conflicting needs of different users, and in the case of double yellow lines to improve traffic flow and safety. We are aware that parking restrictions around places of worship can have an effect on access.
(Religion /& Belief) What can you do? All potential actions	We try to provide parking facilities for all users. Anyone that thinks there is an imbalance in the restrictions can request that theirs is considered and changed in a parking review
Sex - Women and men are protected under the Act.	
(Sex) What do you know? Summary of data	There are no impacts identified that would impact this protected characteristic group.
(Sex) What do people tell you? Summary of feedback	N/A
(Sex) What does this mean? Impacts identified	N/A
(Sex)	N/A



What can you do? All potential actions	
Sexual orientation - The Act protects bisexual, gay, heterosexual and lesbian people.	
(Sexual orientation) What do you know? Summary of data	There are no impacts identified that would impact this protected characteristic group
(Sexual orientation) What do people tell you? Summary of feedback	N/A
(Sexual orientation) What does this mean? Impacts identified	N/A
(Sexual orientation) What can you do? All potential actions	N/A
Marriage and civil partnership - Only in relation to due regard to the need to eliminate discrimination.	
(Marriage & civil partnership) What do you know? Summary of data	There are no impacts identified that would impact this protected characteristic group
(Marriage & civil partnership) What do people tell you? Summary of feedback	N/A
(Marriage & civil partnership) What does this mean? Impacts identified	N/A
(Marriage & civil partnership) What can you do?	N/A

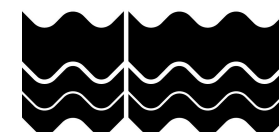
All potential actions	
Armed Forces - protected by the Armed Forces Act 2021 which aims to help prevent service personnel, veterans and their families being disadvantaged when accessing public services. The duty applies to specifically housing, education or healthcare functions, but check whether any impacts may apply in your case.	
(Armed forces) What do you know? Summary of data	There are no impacts identified that would impact this protected characteristic group
(Armed forces) What do people tell you? Summary of feedback	N/A
(Armed forces) What does this mean? Impacts identified	N/A
(Armed forces) What can you do? All potential actions	N/A
Impacts on community cohesion - Consider impacts on how groups see one another or how the council's resources are seen to be allocated. Include opportunities to positively impact on good relations between groups.	
(Community cohesion) What do you know? Summary of data	Different community groups come into conflict over parking. This is often when one group feels that another is given priority or takes advantage of the facilities available. We are aware that occurs particularly around schools, train stations, high density residential and business areas, places of worship, and community or tourist attractions.
(Community cohesion) What do people tell you? Summary of feedback	Residents who respond to consultations often tell us that they find it difficult to park near their homes, particularly those living near towns, businesses, public transport hubs, education establishments or tourist and community attractions. Their visitors also have difficulty parking near to them. Residents who respond to consultations would like parking restrictions to help them park near where they live Commuters that work in areas where restrictions apply, and those in higher education, would like to be able to park without time limit near to their place of work or study. Visitors to tourist attractions or community facilities would like to park as close as possible and for as little as possible, or free, for the duration of their visit.

	<p>People travelling by train or bus would like to park for free and without time limit near to rail stations, bus stops or transport hubs. This can be for the day whilst they travel to and from their destination, or for several days whilst on holiday when using the public transport to travel to an airport or port</p>
<p>(Community cohesion) What does this mean? Impacts identified</p>	<p>Parking restrictions are needed to provide parking for all the different users.</p> <p>There are many different demands on the limited kerb space that is available, such as physical constraints and safety needs. We are unable to provide the type of parking that suits all users that want it.</p> <p>Restricting the needs of some to protect the needs of others can cause conflict and impact community cohesion. Particularly if one group feels better provided for than another.</p>
<p>(Community cohesion) What can you do? All potential actions</p>	<p>We propose restrictions to balance the conflicting needs of different users and to make the best use of the space available.</p> <p>We make it clear that no parking scheme will completely satisfy the needs of all the different users.</p> <p>We make sure that both long and short term parking is provided within our schemes.</p>

Additional categories

(identified locally as potentially causing or worsening people's experience of inequality)

Rurality - issues can include isolation, access to services (eg: GPs, pharmacies, libraries, schools), low income / part-time work, infrequent public transport, higher transport and fuel costs and lack of affordable housing. Deprivation can be more dispersed and less visible.	
(Rurality) What do you know? Summary of data	With limited access to public transport travel is more likely to be made by private vehicle.
(Rurality) What do people tell you? Summary of feedback	It can be difficult to find appropriate parking. The cost parking can be prohibitive and deter visits to town centres or to attend appointments
(Rurality) What does this mean? Impacts identified	Anyone travelling from rural areas into areas with parking restrictions may be more adversely affected than those living in urban areas with greater access to and choice of public transport.
(Rurality) What can you do? All potential actions	We try to provide both long and short stay parking options within our schemes. We encourage the use of off street parking for long stay parking.
Carers - A carer is anyone, of any age, who looks after a family member, partner or friend who needs help because of their illness, frailty, disability, a mental health problem or an addiction and cannot cope without their support. The care they give is unpaid.	
(Carers) What do you know? Summary of data	In 2023/24 we sold 24,736 permits for use by carers
(Carers) What do people tell you? Summary of feedback	We are aware that there are carers that do not use permits to park. Therefore they either pay for their parking, use time limited parking bays, or seek parking where it is unrestricted
(Carers) What does this mean? Impacts identified	Only for proposals to install shared use or permit bays - Only carers that do not use a permit to park may be affected by this. It would mean the possibility of walking further to pay at a machine, which may take them longer. Only for proposals to install resident, loading, disabled, doctor or other specific user bays - All carers would be affected by this because permits are not valid in this type of bay.



(Carers) What can you do? All potential actions	We make sure that both long and short term parking is provided within our schemes.
People with care experience: the term ‘care experienced’ refers to anyone who has been, or is currently, in care or from a looked after background at any stage in their life, no matter how short. Consider financial impacts for things like travel or access to projects; maintaining continuity of care and support (including mental and physical health and wellbeing, community and social connections), and access to opportunities.	
(Care experience) What do you know? Summary of data	There are no impacts identified that would impact people with care experience.
(Care experience) What do people tell you? Summary of feedback	N/A
(Care experience) What does this mean? Impacts identified	N/A
(Care experience) What can you do? All potential actions	N/A
Other people that may be differently affected and/or whose views are seldom heard - this will vary by service, but includes people who: <ul style="list-style-type: none"> • are homeless or in insecure housing, • in prison, • with low levels of literacy, • are digitally excluded, • experiencing severe loneliness (a feeling of lack or loss of companionship) • experiencing or in recovery from drug and alcohol addiction (and their families), • have or are experiencing domestic or sexual abuse 	

(Other impacts) What do you know? Summary of data	There are no impacts identified that would impact any other groups
(Other impacts) What do people tell you? Summary of feedback	N/A
(Other impacts) What does this mean? Impacts identified	N/A
(Other impacts) What can you do? All potential actions	N/A
Staff impacts: if your proposal affects staff, have you consulted with the Staff Networks? (contact details are on the equality pages of the intranet: search for 'staff networks')	
Not applicable to this EqIA	

Assessment of overall impacts, summary of actions and any further recommendations

- People may be adversely impacted dependant on their age group. Parking technology can be difficult to use and inaccessible for people with some forms of disability We are aware that parking restrictions around places of worship can have an effect on access.
- We propose restrictions to balance the conflicting needs of different users and to make the best use of the space available.
- We make it clear that no parking scheme will completely satisfy the needs of all the different users.
- The aims of our parking schemes are to improve road safety, ease congestion, make efficient and effective use of highway space and improve the local environment. The effective control of parking is a crucial element of the County Council's wider strategy to improve transport and reduce damage to the environment as set out in our Local Transport Plan.
- We appreciate that no parking scheme will ever completely satisfy the conflicting needs of different groups and aim to strike a balance between restricting the needs of some to protect the needs of others.
- Communities change and develop, and we understand that this means our parking schemes need to do the same. Regular parking reviews are carried out in each of our civil parking enforcement areas to ensure that our schemes remain relevant and valuable to our communities. Introducing and changing parking controls is lengthy and costly and we have developed a review process to do this in the most effective way possible within the available budget

3. List detailed data and/or community feedback that informed your EqlA

Source and type of data (e.g. research, or direct engagement (interviews), responses to questionnaires, etc.)	Date	Gaps in data (were there any people you didn't hear from? Does research include information on all characteristics?)	Actions to fill these gaps: who else do you need to engage with? (add these to the Action Plan below, with a timeframe)
Consultations are carried out with each proposal when needed and QR codes are used in correspondence with the public to collect feedback. affected by consultations in their area	30/07/2025	A smartphone capable of reading a QR code is required, so those without a smartphone won't be able to access the feedback forms	Providing paper copies in libraries and online) to counteract any issues with digital technology.

4. Prioritised Action Plan

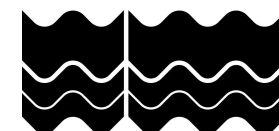
NB: The Council's duties are ongoing: actions must be completed and further equality assessment made if needed.

Review the actions identified above and prioritise by considering actions that will have benefits for multiple characteristics, actions that remove the biggest barriers or have greatest impact, and actions that are possible within current resources.

Transfer these actions to service or business plans and monitor to ensure they achieve the outcomes identified.

Your departmental equality lead will follow up at an agreed time to ensure actions are being implemented.

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
<i>To jump back to potential actions identified above, click on the relevant hyperlink: Actions from previous EqlA, Age, Disability, Gender Reassignment, Marriage & Civil Partnership, Pregnancy & Maternity, Race, Religion & Belief, Sex, Sexual Orientation, Armed Forces, Community Cohesion, Rurality, Carers, Care Experience, Other Impacts, Staff Impacts</i>				
<i>All characteristics</i>	Communicate changes early in process, remembering need for Easy Read and translated versions. During the consultation period we wish to work with people	Residents of towns and villages are expected to benefit from the effects of improved parking controls, as well as from fair and harmonised parking management.	Efficient management of the existing parking schemes. Monitor occupancy, compliance and use of restrictions to ensure the schemes and enforcement are	During the review cycle of 14-16 months



	sharing protected characteristics, related groups and representatives to ensure this EqlA is comprehensive, to include updates about what we know, what people tell us, what it means and what actions we and our partners can look to deliver. The EqlA will be reviewed and updated after the consultation and regularly during the cycle of the review.	The proposals in the reviews are expected to encourage greater turnover of parked vehicles in our towns and villages, enabling more visits and greater footfall to the benefit of businesses	appropriate, and efficient use of the kerb space is being achieved. To identify any changes where improvements can be made.	
(Add more rows as needed)				

EqlA sign-off: (for the EqlA to be final the following people must review and agree it)

Staff member completing Equality Impact Assessment: **Natalie Mclean** **Date: 18th November 2025**

Equality lead: **Sarah Tighe-Ford** **Date: 19th November 2025**

Directorate Management Team rep or Head of Service: **Daniel Clarke** **Date:**

Guidance endnotes

¹ Our duties in the Equality Act 2010

Under the Equality Act 2010 we have a legal duty to demonstrate that we have identified and considered the actual and potential impact of our activities on people who share any of the legally ‘protected characteristics’: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, and marriage and civil partnership. This applies to policies, services (including commissioned services), and our employees. This template provides evidence of this consideration.

In the Act we must give ‘due regard’ (pay conscious attention) to the need to:

- **avoid, reduce, minimise or eliminate any negative impact** (if you identify unlawful discrimination, you must stop the action and take advice immediately).
- **promote equality of opportunity** by removing or minimising disadvantages; taking extra steps to meet people’s needs; encouraging participation; and treating disabled people differently, including more favourably where necessary.
- **foster good relations** by tackling prejudice and promoting understanding.

² **EqlAs are always proportionate.** The greater the potential adverse impact on a protected group (e.g. disabled people), the more thorough our process must be. Consider:

- The nature of the service, or scope of the policy/strategy
- The resources involved
- The number of people affected
- The size of the likely impact
- The vulnerability of the people affected

³ The following principles, drawn from case law, explain what we must do to fulfil our duties under the Equality Act:

- **Knowledge:** all Council employees must be aware of our legal duties and comply with them appropriately in our daily work.
- **Timeliness:** assessment must be completed and considered at the time a decision is taken - not afterwards.
- **Real Consideration:** the duty must be an integral, rigorous part of your decision-making process and influence the process.
- **Sufficient Information:** you must assess what information you have and what more is needed to give proper consideration.
- **No delegation:** the Council is responsible for ensuring that any contracted services, which are provided on its behalf, can and do comply with these legal duties.

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- **Review:** this continuing duty applies when you develop/agree a policy or service and when it is implemented and reviewed.
 - **Proper Record Keeping:** you must keep records of the process, the impacts and the actions that you will implement.

⁴ Your EqIA must get to grips fully and properly with actual and potential impacts. Our legal duties to identify equality impacts don't stop us taking decisions, or introducing changes that are needed. They do require us to take decisions and make changes conscientiously and deliberately confront the anticipated impacts on people.

⁵ **Refugees and migrants** means people whose intention is to stay in the UK for at least one year (excluding visitors, short term students or tourists). This definition includes asylum seekers; voluntary and involuntary migrants; people who are undocumented; and the children of migrants, even if they were born in the UK.