



North Ayrshire Council  
Equality Impact Assessment Form

Equality Impact Assessment

This form will assist in carrying out an equality impact assessment of new, revised and existing policies and practices. Guidance on how to complete assessments is given in the Council's **Equality Impact Assessment Toolkit**. The form is mandatory and must be published on the Council website once the policy or practice has been approved.

**Section 1 - Details**

1.1. **Service**

1.2. **Name of Policy or Practice being assessed:**

Is it new  Existing

1.3. **List of participants in Equality Impact Assessment**

1.4. **Manager responsible for impact assessment**

Name:

Designation:

1.5. **Timetable**

Date assessment started:  (dd/mm/yyyy)

Completion date:  (dd/mm/yyyy)

**Section 2 – Aim and Relevance**

2.1. **What is the purpose of the policy or practice?**

2.2. **What are the anticipated notable outcomes (positive and negative)?**



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**2.3. Who is affected by the policy or practice as an internal or external service user?**

All members of North Ayrshire communities. Both staff and members of the public .

**2.4. Please indicate the equality groups likely to be affected by the policy:**

Elderly members  
Disabled members  
Young adults.  
Those experiencing poverty.

**2.5 Which aspects of the policy eliminate unlawful discrimination, harassment and victimisation?**

Applied without prejudice.

**2.6 Which aspects of the policy advance equality of opportunity between people which share a relevant protected characteristic and those who do not?**

By regulating parking for disabled members of the public this will ensure more opportunities for parking will be available for this protected group.

**2.7 Which aspects of the policy foster good relations between people who share a protected characteristic and those who do not?**

Prevention of abuse of disabled parking spaces.

**2.8 Have any cross cutting impacts been identified from other Council Services or Partner Agencies (multiple discrimination or accumulated effects of multiple proposals on a protected characteristic)?**

None

**2.9 If Crosscutting issues identified with other Services, what discussion/interaction has taken place to mitigate any potential negative impacts of accumulated proposals?**

None

**Section 3 – Collecting Information**

**3.1. What evidence is available about the needs of relevant groups?**

Source of Evidence    Local economic statistics.





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	<b>Disabled Persons Parking Spaces Scotland ( 2009) Scottish Government Commitment to Fairer Scotland.</b>
Demographic data, including Census	<b>Yes</b>
Research	<b>Scottish Government Scrutiny Committee Communities Committee Report on Disabled Persons Parking places ( 2009) November 2017</b>
Consultation & survey reports	<b>None</b>
Equality Monitoring Data	
Inspection & audit reports	
Service user feedback & complaints	
Ombudsman reports & case law	
Officer knowledge & experience	<b>Senior officers attended an audit and scrutiny Scottish Government committee in June 17. The outcome of this report gave recommendations that local authorities should look at opportunities to adopt and enforce decriminalised parking for disabled groups.</b>

**3.2. Are there any gaps in evidence?  
None**

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**Section 4 – Impacts**

**4.1. Could the proposed policy or practice have an impact on any of the following protected characteristics? (Positive or negative)**

Protected Characteristic	Yes	No	Please explain
Age (Older people, children and young people)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<b>There could be financial implications on some of the most vulnerable, including the elderly and young adults.</b>
Disability (Physical and Learning)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<b>Could be financial implications. However there could be improved parking opportunities for disabled groups.</b>
Gender reassignment (Where a person is living as the opposite gender to their birth)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Pregnancy and Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<b>Financial negative impact.</b>
Race, ethnicity, colour, nationality or national origins (including gypsy/travellers, refugees and asylum seekers)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Sex (Women and Men)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	





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Sexual Orientation  
(Lesbian, gay and bisexual people)

Other (Poverty, homelessness, ex offenders, isolated rural communities, carers, part-time workers, or people in a marriage/civil partnership)

**Financial implications on vulnerable poverty groups.**

**Section 5 – Assessment**

**5.1. Is there any evidence that the policy:**

- may result in less favourable treatment for particular groups?
- may give rise to direct or indirect discrimination?
- may give rise to unlawful harassment or victimisation?

Yes  No  No evidence

**If yes, give details**

**5.2. If you have identified a negative impact, how will you modify this?**

**Any negative impact would be off a minimum due to the proposed parking charges levy.**

**5.3. Is the policy or practice intended to promote equality by permitting positive action or action to remove or minimise disadvantage?**

Yes  No

**If yes, please give details**

**Regulation of parking in disabled bays will promote equality. Improved parking should regenerate town centre business.**

**Section 6 – Consultation & Recommendations**

**6.1. Describe the consultation undertaken with equality groups, including details of the groups involved and the methods used.**

None

**Section 7 – Outcome of Assessment**

**7.1. Please detail the outcome of the assessment:**





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- |  |                                     |
|--|-------------------------------------|
| No major alterations to policy assessed, EIA shows policy is robust  | <input checked="" type="checkbox"/> |
| Adjust the policy to remove barriers or better promote equality  | <input type="checkbox"/>            |
| Continue the policy – there are justifications to continue the policy despite potential for adverse impact | <input checked="" type="checkbox"/> |
| Stop and remove the policy as there is actual or potential; unlawful discrimination                        | <input type="checkbox"/>            |

**7.2. Please detail recommendations, including any action required to address negative impacts identified**

The negative impacts which have been identified have been assessed as not needing further action to mitigate.

**7.3. Is a more detailed impact assessment needed?**

No

**Section 8 – Monitoring**

**8.1. Describe how you will monitor the impact of this policy e.g. performance indicators used, other monitoring arrangements, who will monitor progress, criteria used to measure if outcomes are achieved.**

Performance indicators will be developed to measure impact.

**8.2. Describe how you will publish the results of monitoring arrangements?**

Quarterly performance reporting to Council.

**8.3. When is the policy or practice due to be reviewed?**

This policy will be reviewed as part of the normal performance monitoring arrangements. An annual review will be undertaken to ensure policy is effective.

**8.4. Head of Service who has approved impact assessment  
Please insert name and title of the Head of Service who has approved this assessment**

Name:

Title:





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Date:

21/02/18

**Section 9 – Publication**

**9.1 All Equality Impact Assessments must be published on the Council website. Please forward to Andrew Hale (ahale@north-ayrshire.gov.uk)**

**Useful Guidance**

Equality and Human Rights Commission: Assessing impact and the public sector duty: A guide for public authorities (Scotland) (2012)  
<http://www.equalityhumanrights.com>

