



IPSWICH
BOROUGH COUNCIL

Equality Impact Assessment

Review of staff parking provision at Crown Pools and Fore Street Pool

Ref: EQIA2016062303

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Title of report: Review of staff parking provision at Crown Pools and Fore Street Pool

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What is the report trying to achieve?:

This report seeks to discuss the provision of staff parking at Crown Pools and Fore Street Pool following the proposal to build a new car park to the side of Crown Pools, incorporating the current staff parking area. The report seeks to introduce staff parking charges to the staff working in these locations to bring them in line with other Town Centre locations.

What evidence/data is being used to support this equality analysis?:

Council's Green Travel Plan

Supporting documents (if available):

Is there potential for positive or negative impact on any of the protected characteristics?

- **Age:** *No Impact*
- **Disability:** *Negative*
- **Marriage & Civil Partnership:** *No Impact*
- **Race:** *No Impact*
- **Pregnancy & Maternity:** *No Impact*
- **Religion or Belief:** *No Impact*
- **Gender Reassignment:** *No Impact*
- **Sex:** *No Impact*
- **Sexual Orientation:** *No Impact*

If 'No Impact' explain why

Age - the introduction of parking charges to staff would have no positive or negative impact based on the age of the member of staff as charges are applied based on pay grade.

Marriage & Civil Partnership - the introduction of parking charges to staff would have no positive or negative impact on marriage or civil partnership as charges are only applied based on pay grade.

Race - the introduction of parking charges to staff would have no positive or negative impact based on the race of the member of staff as charges are applied based on pay grade.

Pregnancy and Maternity - the introduction of parking charges to staff would have no positive or negative impact on pregnancy and maternity as charges are applied based on pay grade.

Religion or Belief - the introduction of parking charges to staff would have no positive or negative impact based on the religion or belief of the member of staff as charges are applied based on pay grade.

Gender Reassignment - the introduction of parking charges to staff would have no positive or negative impact based on gender reassignment as charges are applied based on pay grade.

Sex - the introduction of parking charges to staff would have no positive or negative impact based on the sex of the member of staff as charges are applied based on pay grade.

Sexual Orientation - the introduction of parking charges to staff would have no positive or negative impact based on the sexual orientation of the member of staff as charges are applied based on pay grade.

If you have identified any negative impacts (above) how can they be minimised or removed?

Disability - it is possible that moving the staff car parking away from the side of the building could have an impact on staff with a disability. Blue Badge holders will be issued with a permit to allow them to park all day in a disabled space in Crown Street car park (which is not possible currently) and if there are particular mobility issues meaning the member of staff is unable to get from the Crown Street car park to the Pools, alternative arrangements will be made to use William Street or William Street West car park, but on a case by case basis.

The report helps us to 'eliminate unlawful discrimination, harassment & victimisation' in the following way(s):

The report eliminates discrimination by applying a Council policy equally across the

organisation.

The report helps us to 'advance equality of opportunity...' in the following way(s): The report doesn't specifically help to advance the equality of opportunity between people who share a protected characteristic and those who do not. It seeks to apply a policy across the organisation to all members of staff.

The policy helps us to 'foster good relations...' in the following way(s): The policy doesn't specifically help to foster good relations between people but seeks to apply a policy equally across the organisation to all staff.