

Huntingdonshire District Council Equality Impact Assessment (EIA)



Service area	Parking Services
Date of assessment	10/03/2025
Name of policy/service to be assessed	Civil Parking Enforcement
Is this a new or existing policy/service?	New
Name of manager responsible for new or amended policy/service	Head of Economy, Regeneration & Housing
Names of people conducting the assessment	Operations Manager (Parking & Markets)
Step 1 – Description of new or amended policy/service	
Describe the aims; objectives and purpose of the new or amended policy/service (include how it fits into wider aims or strategic objectives).	<p>Civil Parking Enforcement (CPE) is the outcome of a process that decriminalises several on-street parking offences enabling them to be enforced as a civil matter by a Local Authority. This represents a significant change to the current position whereby these offences may only be enforced by the Police.</p> <p>The process sees the Highways Authority make an application to the Department for Transport (DfT) to establish a Civil Enforcement Area (CEA) and Special Enforcement Area (SEA). The County Council as the highways authority authorised the submission of the application in a report where a Equality Impact Assessment was undertaken.</p> <p>Following a DfT review, the application will be laid before Parliament for approval to enable the enforcement change to take place. Enforcement will be delegated from CCC to HDC in this instance.</p>

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The Equality Act 2010 requires the Council to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations, the Council also needs to demonstrate its compliance with the Equality Duty. The Council therefore needs to understand how its decisions and activities impact on different people. An Equality Impact Assessment is the current method by which the Council can assess and keep a record of the impact of new or amended strategies, policies, functions or services.

The council retains these duties even when outsourcing services or providing shared services.

Definition of Adverse Impact - occurs when a decision, practice, or Policy has a disproportionately negative effect on a protected group. Adverse Impact may be unintentional.

Are there any (existing) equality objectives of the new/amended policy/service

None – Civil Parking Enforcement only changes the mechanism of enforcement (Police to Local Authority). It does not adjust or alter any highways restrictions.

Who is intended to benefit from the new/amended policy/service and in what way?

The aim of Civil Parking Enforcement is providing consistent enforcement.

What are the intended outcomes of this new/amended policy/service?

The outcome is the provision of consistent enforcement within the district which includes restricted on-street parking bays e.g. disabled bays.

Step 2 – Data

What baseline **quantitative data (statistics)** do you have about the function relating to equalities groups (e.g. monitoring data on proportions of service users compared to proportions in the population), relevant to this new/amended policy/service?

[Huntingdonshire Statistics](#)

The adoption of Civil Parking Enforcement has been undertaken by 322 of 327 authority areas (including Transport for London) within England.

A feasibility study conducted in 2017 which informed the Council decisions to pursue Civil Enforcement found in sample surveys that Huntingdonshire suffers from a high level of non-compliance with its on-street parking restrictions (Huntingdon 46.5%, Ramsey 53%, St Ives 58%, St Neots 66.7%).

Huntingdonshire has 199 designated on-street disabled parking bays over 168 locations within the district.

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<p>What qualitative data (opinions etc) do you have on different groups (e.g. comments from previous consumer satisfaction surveys/consultation, feedback exercises, or evidence from other authorities undertaking similar work), relevant to this new/amended policy/service?</p>	<p>The escalation of parking fines under Civil Enforcement uses the Traffic Penalty Tribunal to provide independent adjudication.</p>
<p>Age – this refers to the protected characteristic of age. A person belonging to a particular age (for example 32-year-olds) or range of ages (for example 18- to 30-year-olds).</p> <p>Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic?</p> <p>Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic?</p> <p>For some services this should include consideration of impact in terms of safeguarding young people.</p> <p>What evidence do you have for your answer?</p>	<p>Civil Parking Enforcement changes the mechanism of enforcement from the Police to a Local Authority.</p> <p>It does not adjust or alter any highways restrictions in place which are already enforceable by the Police.</p> <p>We do not consider that the introduction of Civil Enforcement will have an impact on this characteristic.</p>
<p>Disability – this refers the protected characteristic of disability. A person has a disability if they have 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.</p> <p>Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic.</p> <p>Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic?</p>	<p>Civil Parking Enforcement changes the mechanism of enforcement from the Police to a Local Authority.</p> <p>It does not adjust or alter any highways restrictions in place which are already enforceable by the Police.</p> <p>Enforceable restrictions include restricted use on-street parking bays e.g. disabled bays.</p>



<p>What evidence do you have for your answer?</p>	<p>We consider that the introduction of Civil Enforcement will have a positive impact on this characteristic as more frequent enforcement of disabled parking provision may occur, supporting access to users where these bays may currently be abused.</p> <p>Huntingdonshire has 199 designated on-street disabled parking bays over 168 locations within the district.</p> <p>Enforcement may also take place where vehicles are parked adjacent to a footway, cycle track or verge lowered to meet the level of the carriageway. Enforcement of this offence will support access at crossing points to persons with mobility or visual impairment.</p>
<p>Gender reassignment – gender reassignment discrimination occurs when a person is treated differently because they are trans*.</p> <p>Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic.</p> <p>Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic? What evidence do you have for your answer? *although the term gender reassignment and transsexual is in the Equality Act 2010, it is accepted that the preferred term is trans.</p>	<p>Civil Parking Enforcement changes the mechanism of enforcement from the Police to a Local Authority.</p> <p>It does not adjust or alter any highways restrictions in place which are already enforceable by the Police.</p> <p>We do not consider that the introduction of Civil Enforcement will have an impact on this characteristic.</p>
<p>Marriage and civil partnership in the workplace; this refers the protected characteristic of marriage and civil partnership which is a union between a man and a woman or between a same-sex couple. Civil partnership is between partners of the same sex. Discrimination is</p>	<p>Civil Parking Enforcement changes the mechanism of enforcement from the Police to a Local Authority.</p> <p>It does not adjust or alter any highways restrictions in place which are already enforceable by the Police.</p>

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<p>when a person is treated differently at work because a person is married or in a civil partnership.</p> <p>Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic.</p> <p>Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic?</p> <p>What evidence do you have for your answer?</p>	<p>We do not consider that the introduction of Civil Enforcement will have an impact on this characteristic.</p>
<p>Are there concerns that the function could have a differential impact in terms of pregnancy and maternity in the workplace (e.g. pregnant or breast-feeding women). 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.</p> <p>Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic.</p> <p>Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic?</p> <p>What evidence do you have for your answer?</p>	<p>Civil Parking Enforcement changes the mechanism of enforcement from the Police to a Local Authority.</p> <p>It does not adjust or alter any highways restrictions in place which are already enforceable by the Police.</p> <p>We do not consider that the introduction of Civil Enforcement will have an impact on this characteristic.</p>



<p>Race – this 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. Gypsy/Travellers are distinct group within this category</p> <p>Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic.</p> <p>Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic?</p> <p>What evidence do you have for your answer?</p>	<p>Civil Parking Enforcement changes the mechanism of enforcement from the Police to a Local Authority.</p> <p>It does not adjust or alter any highways restrictions in place which are already enforceable by the Police.</p> <p>We do not consider that the introduction of Civil Enforcement will have an impact on this characteristic.</p>
<p>Religion and Belief in the workplace - refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief.</p> <p>Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic.</p> <p>Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic?</p> <p>What evidence do you have for your answer?</p>	<p>Civil Parking Enforcement changes the mechanism of enforcement from the Police to a Local Authority.</p> <p>It does not adjust or alter any highways restrictions in place which are already enforceable by the Police.</p> <p>We do not consider that the introduction of Civil Enforcement will have an impact on this characteristic.</p>
<p>Sex - this refers to the protected characteristic of sex which can mean either male or female, or a group of people like men or boys, or women or girls.</p> <p>Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic.</p>	<p>Civil Parking Enforcement changes the mechanism of enforcement from the Police to a Local Authority.</p> <p>It does not adjust or alter any highways restrictions in place which are already enforceable by the Police.</p>

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<p>Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic?</p> <p>What evidence do you have for your answer?</p>	<p>We do not consider that the introduction of Civil Enforcement will have an impact on this characteristic.</p>
<p>Sexual orientation – this relates to whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.</p> <p>Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic.</p> <p>Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic?</p> <p>What evidence do you have for your answer?</p>	<p>Civil Parking Enforcement changes the mechanism of enforcement from the Police to a Local Authority.</p> <p>It does not adjust or alter any highways restrictions in place which are already enforceable by the Police.</p> <p>We do not consider that the introduction of Civil Enforcement will have an impact on this characteristic.</p>
<p>Are there concerns that the function could have a differential impact on part time/full time employees?</p> <p>What evidence do you have for your answer?</p>	<p>Civil Parking Enforcement changes the mechanism of enforcement from the Police to a Local Authority.</p> <p>It does not adjust or alter any highways restrictions in place which are already enforceable by the Police.</p> <p>We do not consider that the introduction of Civil Enforcement will have an impact on this characteristic.</p>
<p>Are there concerns that the function could have a differential impact in terms of specific characteristics of Huntingdonshire e.g. Rural isolation</p>	<p>Civil Parking Enforcement is adopted to the extent of the boundaries of the District. The Council will undertake enforcement across all areas.</p>

Findings

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The Equality Impact Assessment was conducted to evaluate the potential impacts, both positive and negative, that the adoption of Civil Parking Enforcement may have in Huntingdonshire on individuals and groups with protected characteristics under the Equality Act 2010.

The enforcement of parking regulations may affect car drivers who are pregnant, older, or those with disabilities who will no longer be able to park near their place of work or home, however it should not be overlooked that enforcement will only occur where persons are illegally parking.

It is noted that:

- Introduction changes who is able to undertake enforcement (transition from Policy to Local Authority)
- It has been widely adopted within England
- It is supported by legislation (Traffic Management Act 2004)
- The Councils remit is to provide an enforcement mechanism.
- Highway restrictions are not adjusted as part of this change, and any future implementation or adjustment of restrictions would be considered by the Highways Authority.

Recommendations

The service will monitor the implementation of Civil Parking Enforcement to ensure that no detrimental impacts are seen. A comprehensive communications plan has been developed to communicate the change to Civil Parking Enforcement in Huntingdonshire. This plan was developed following a Councillor working group session to ensure that clear messaging is appropriate to key stakeholder identified.