

# Community Impact Assessment

(Incorporating equality analysis and health considerations)

V2.0

**Name of Matter Assessed:**

**Overview and Scrutiny Review (Working Group) – Parking**

**Who will make the decision:**  
(e.g. Cabinet/Board etc.)

Overview and Scrutiny will produce a report with its evidence, findings and recommendations and the Chair of the Overview and Scrutiny Committee will present this report to Cabinet for its consideration.

**Who has been involved in developing the matter:**

**Director:** Steve Boyes, Director of Regeneration, Enterprise and Planning  
**Lead Officer:** Tracy Tiff, Scrutiny Officer  
**Chair of the Working Group:** Councillor Brian Sargeant

**What is it:**

A Community Impact Assessment (CIA) is a document that summarises how the council has had due regard to the public sector equality duty (Equality Act 2010) in decision-making. This document can also be used to consider health and narrowing health inequalities (Health and Care Act 2012)

**When to assess:**

A CIA should be carried out when you are changing, removing or introducing a new service, policy or function. The assessment should be proportionate; a major financial decision will need to be assessed more closely than a minor policy change.

**Due Regard:**

To 'have due regard' means that in making decisions and in its other day-to-day activities the council must consciously consider the need to do the things set out in the general equality duty: eliminate discrimination, advance equality of opportunity and foster good relations.

In relation to health, we need to consider the potential short term and long term implication of for decisions that we take to support the Health and Wellbeing agendas.

How much regard is 'due' will depend on the circumstances and in particular on the relevance of the aims in the general equality duty to the decision or function in question. The greater the relevance and potential impact, the higher the regard required by the duty. We need to make sure that we understand the potential impact of decisions on people with different protected characteristics and also need to consider this information before and as decisions are being made. This will help us to reduce or remove unhelpful impacts and inequalities

**Proposal Name:**

**Overview and Scrutiny Review – Parking Working Group**

## Aims/Objectives and purpose of the policy/service/function

### Aims and objectives:

#### Purpose/Objectives of the Review

- To undertake a review, to gain a better understanding of residential parking problems, as detailed in motion that was unanimously carried at full Council on 27 October 2014. In doing this, the Working Group will:
  - Investigate the possibility and viability of issuing tenants in NBC homes (including Corwainer House, Stitchman House, Stirup House, Lapstone House, Eyeletter House, Abbey House, Melbourne House, Devonshire House) that have allocated parking areas with free parking permits.
  - Investigate the possibility and viability of extending free parking permits to other parts of St James, Upton, Duston and other parts of the town.

### Key actions:

Overview and Scrutiny (O&S) is a means of providing non-Executive Councillors the opportunity to inform policy development and critical friend challenge to the Council's Executive policy makers and decision makers (Cabinet). It also has a strong role in promoting the engagement of non-Executive Councillors in a diverse range of policy development activities, including performance improvement at the Council. Scrutiny aims to engage the community in its work either by attendance at meetings, public addresses to meetings, witness evidence, or co-optees to Scrutiny Reviews.

This Working Group will hear from a number of key stakeholders to ensure that a wide range of evidence is obtained to inform the Working Group's information base.

The projected outcome of this Scrutiny activity is:

- An understanding of the residential problems as detailed in the motion that was unanimously carried at full Council on 27 October 2014.
- To make informed recommendations on the most appropriate approaches to take to mitigate the parking problems.

All Scrutiny Reviews link to the Council's Corporate Plan. Details of which are evidenced within the final report. In particular, this Scrutiny Review links to corporate priority 8 – Responding to your needs.

### Expected outcomes:

- An understanding of the residential problems as detailed in the motion that was unanimously carried at full Council on 27 October 2014.
- To make informed recommendations on the most appropriate approaches to take to mitigate the parking problems.

**Who will be affected and how:**

Although this is a meeting of Overview and Scrutiny, it is a Working Group and not a Scrutiny Panel and therefore does not meet in public session. Therefore the following is not applicable for meetings of the Parking Working Group – *“Overview and Scrutiny ensures that it adheres to the Council’s statutory duty to provide the public with access to Scrutiny reports/agendas/minutes and other such documents. Meetings of the Overview and Scrutiny Committee/Scrutiny Panels are widely publicised, i.e.: on the Council’s website, copies issues to the local media and paper copies available in the Council’s One Stop Shop and local libraries.”*

All information relating to meetings of the Parking Working Group is published on the internal Intranet in both PDF and RTF format to allow for accessibility by Councillors and Officers.

**Approximately how many people will be affected:**

The impact of the Scrutiny report cannot be assessed until, at the earliest, an outline of a report has been developed. Therefore, within the Working Group’s report it could suggest that any impact on the eight protected characteristics be taken into account.

However, any potential recommendations could have an effect on the community of the borough of Northampton, including:

- All residents
- Community Groups
- Key Partners

**Expected date of decision:**

It is anticipated that the report of the Working Group will be concluded in March 2015, presented to the Overview and Scrutiny Committee in March 2015 and to Cabinet in approximately September/October 2015. Cabinet will then become responsible for delivering the recommendations that it accepts.

## Scope/focus of the assessment:

### Please outline the scope and focus of the assessment:

The Working Group is mindful of the eight protected characteristics when undertaking scrutiny activity so that any recommendations that it makes can identify potential positive and negative impacts on any particular sector of the community. This will be borne in mind as the Scrutiny Review progresses and evidence is gathered. The final report of the Working Group has a standard section entitled Community Impact Assessment and details the findings.

Any potential recommendations proposed by the Working Group may have perceived adverse and beneficial effects for all diversity groups.

A comprehensive [Overview and Scrutiny webpage](#) has been developed and a leaflet promoting the work of Overview and Scrutiny and detailing how members of the public can become involved in the process has been issued to the Council's One Stop Shop and the town's main libraries.

So that the Working Group obtains a variety of views, the Chair of the Working Group will contact a wide range of key witnesses, including

#### Internal

- Cabinet Member for Regeneration, Enterprise and Planning, Northampton Borough Council (NBC)
- Cabinet Member for Housing, NBC
- Interim Head of Landlord Services, NBC
- Interim ALMO Managing Director

#### External

- Town Centre Commander, Northamptonshire Police
- Assistant Director, Highways, Transport and Infrastructure Northamptonshire County Council
- Senior Manager, London Midland
- Senior Manager, StageCoach
- Northampton Saints Supporter Club
- Northampton Town Football Supporters Club
- Director, Northampton Saints
- Director, Northampton Town Football Club

Evidence gathered from the key witnesses will be analysed and contained within the Working Group's final report. The comments of the key witnesses will be minuted and published publicly within the [Council's meeting management system](#).

Should the Working Group conclude the need for recommendations for change; the expected impact of these changes will be detailed within the Working Group's final report.

The Working Group's report, after it has been endorsed by the Overview and Scrutiny Committee, will be forwarded to the Council's Cabinet for consideration; Cabinet will then become responsible for delivering the recommendations that it accepts.

Meetings of this Working Group are held in easily accessible locations (wheel chair accessible), with the provision of a hearing loop and start at 5pm; so aiming to enable

those with working commitments to attend.

The Council has access to an interpretative service and therefore such documents can be supplied in formats other than English if required.

Provision has been made for attendees to the meeting who have a disability, e.g. the agenda will be displayed on a large screen in the Committee room. For those who may suffer from a visual impairment, the blind have access to 'talking' documents, those whose first language is not English have access to translation services and the building in which the meetings will occur contain hearing loops and are accessible by those with severe mobility issues, such as wheel chair users.

## Community Screening Outcome

Will the proposal:	Yes/No
Eliminate discrimination, harassment or victimisation	Yes
Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it	Yes
Foster good relations between persons who share a relevant protected characteristic and persons who do not share it	Yes
Contribute towards health improvements or inequalities	Yes

## Relevant data and/or research

### Outline the information and research that has informed the decision:

Background data will be provided to the Working Group including:

- Current Policies and Strategies
- Car Parking Statistics, particularly on match days

Details of Best practice and successful initiatives external to Northampton will help to inform the evidence base.

### Sources and key findings:

Sources of information are detailed above and key findings will be fully known when the Working Group has completed its Review.

### **How will the decision affect people with different protected characteristics:**

The impact of the Scrutiny report cannot be assessed until, at the earliest, an outline of a report has been developed. Therefore, within the Working Group's report it could suggest that any impact on the eight protected characteristics be taken into account.

However any potential recommendations could have an effect on the community of the borough of Northampton, including:

- All residents
- Community Groups
- Key Partners

## **Rationale for change**

### **What will you do if/when changes are agreed/introduced:**

The purpose of this Scrutiny Review is :

- To undertake a review, to gain a better understanding of residential parking problems, as detailed in motion that was unanimously carried at full Council on 27 October 2014. In doing this, the Working Group will:
  - Investigate the possibility and viability of issuing tenants in NBC homes (including Corwainer House, Stitchman House, Stirup House, Lapstone House, Eyeletter House, Abbey House, Melbourne House, Devonshire House) that have allocated parking areas with free parking permits.
  - Investigate the possibility and viability of extending free parking permits to other parts of St James, Upton, Duston and other parts of the town.

## **Identification of affected groups/individuals**

### **List the groups/individuals that may be affected by the proposal:**

Any potential recommendations could have an effect on the community of the borough of Northampton, including:

- All residents
- Community Groups
- Key Partners

## Assess and/or undertake Consultation

**Has there been specific consultation on this decision (if not, state why not and/or when this may happen):**

As part of the evidence gathering for this Scrutiny Review, a number of expert advisers will be consulted, including:

- **Internal expert advisors:**
  - Cabinet Member for Regeneration, Enterprise and Planning, Northampton Borough Council (NBC)
  - Cabinet Member for Housing, NBC
  - Interim Head of Landlord Services, NBC
  - Interim ALMO Managing Director
  
- **External expert advisors:**
  - Town Centre Commander, Northamptonshire Police
  - Assistant Director, Highways, Transport and Infrastructure Northamptonshire County Council
  - Senior Manager, London Midland
  - Senior Manager, StageCoach
  - Northampton Saints Supporter Club
  - Northampton Town Football Supporters Club
  - Director, Northampton Saints
  - Director, Northampton Town Football Club

**What were the results of the consultation:**

Consultation with various expert advisers will take place over a series of scheduled meetings, the outcomes of which will inform the evidence base of the Scrutiny Review, which will inform the findings, conclusions and recommendations of the Working Group.

**Across the protected characteristics, what difference in views did analysis of the consultation reveal:**

Evidence gathered from all sources will be analysed and contained within the Working Group's final report.

The selection of witnesses to participate in the Review has specifically and deliberately included representatives of Groups working with and for people with protected characteristics.

Overview and Scrutiny will continue to offer facilities, such as language translation.

**What conclusions have been drawn from the analysis on how the decision will affect people with different protected characteristics:**

The Working Group will, after completion of its evidence gathering, formulate conclusions and recommendations as appropriate, which will have the intended purpose of recommending a system of community participation and involvement with other Agencies and interested parties. Recommendations will link to SMART (Specific, Measurable, Achievable, Realistic and Time) objectives. Should the recommendations be accepted by the Council's Cabinet, they will then be implemented and necessary actions drawn up.

**Assessment of impact on staff**

**Please give details of impact on staff, including staffing profile if/as appropriate:**

The Working Group will, after completion of its evidence gathering, formulate conclusions and recommendations as appropriate, which will have the intended purpose of recommending a system of community participation and involvement with other Agencies and interested parties. Recommendations will link to SMART (Specific, Measurable, Achievable, Realistic and Time) objectives. Should the recommendations be accepted by the Council's Cabinet, they will then be implemented and necessary actions drawn up.

**Assessment of impact on wider community**

**Please give details of any impacts to the community as a whole:**

The Working Group will, after completion of its evidence gathering, formulate conclusions and recommendations as appropriate, which will have the intended purpose of recommending a system of community participation and involvement with other Agencies and interested parties. Recommendations will link to SMART (Specific, Measurable, Achievable, Realistic and Time) objectives. Should the recommendations be accepted by the Council's Cabinet, they will then be implemented and necessary actions drawn up.



## Analysis of impact by protected characteristics

Please summarise the results of the analysis:

	Risks (Negative)	Opportunities (Positive)	
Race	No impact anticipated but there is the need to ensure appropriate access to interpreting services as necessary.		
Disability	No impact anticipated. However, there are no arrangements in place such as sign language interpreters at meetings.	Meetings of this Working Group are held in accessible meeting rooms, normally with the provision of a hearing loop.	
Gender or Gender Identity/Gender Assignment		Staff training addresses Equality and Diversity. Meetings of Meetings of the Working Group are attended by all genders.	
Pregnancy and Maternity (including breastfeeding)	Initially no impact anticipated but there is the need to ensure equitable access for all attendees and Councillors at meetings of this Working Group.		
Sexual Orientation		No impact anticipated.	
Age (including children, youth, midlife and older people)		No impact anticipated. Meetings of this Working Group are normally held during the evening with the aim that they are accessible to all.	
Religion, Faith and Belief		No impact anticipated.	
Human Rights		No impact anticipated	

## Assess the relevance and impact of the decision to people with different characteristics

**Relevance** = High/Low/None

**Impact** = High/Low/Neutral

Please refer to the table above for more information

Characteristic	Relevance	Impact
Age	None	Neutral
Disability	None	Neutral
Gender reassignment	None	Neutral
Marriage and civil partnership	None	Neutral
Pregnancy and maternity	None	Low
Race	None	Low
Religion or belief	None	Neutral
Sex	None	Neutral
Sexual orientation	None	Neutral
Other socially excluded groups (include health inequalities)	None	Neutral

*\*when assessing relevance and impact, make it clear who the assessment applies to within the characteristic category. For example, a decision may have high relevance for young people, but low relevance for older people; it may have a positive impact on women but a neutral impact on men*

### Please provide details:

Please refer to table of analysis as above.

### Mitigation of adverse impact on staff/service/people

Where any negative impact has been identified, please outline the measures taken to mitigate against it:

N/A

### Publication of results

This Impact Assessment will be published on the Council's website

## Monitoring and review

**Please give details of how the changes will be monitored, and when the next review is due:**

Recommendations contained within the report of the Working Group will link to SMART (Specific, Measurable, Achievable, Realistic and Time) objectives. Should the recommendations be accepted by the Council's Cabinet, they will then be implemented and necessary actions drawn up.

The Working Group's report, after it has been endorsed by the Overview and Scrutiny Committee, will be forwarded to the Council's Cabinet for consideration; Cabinet will then become responsible for delivering the recommendations that it accepts.

The impact of the accepted recommendations contained with the final report of the Working Group will be monitored six months after they have been accepted by Cabinet.

## Conclusion

**There should be no unlawful discrimination arising from the decision.**

**Please state how "Due regard" has been taken to the equality duty, and public health considerations:**

The impact of the Scrutiny report cannot be assessed until, at the earliest, an outline of a report has been developed. Therefore, with the report of the Working Group it could suggest that any impact on the eight protected characteristics be taken into account.

**Please advise on the overall equality implications that should be taken into account in the final decision, considering relevance and impact:**

The impact of the Scrutiny report cannot be assessed until, at the earliest, an outline of a report has been developed. Therefore, with the report of the Working Group it could suggest that any impact on the eight protected characteristics be taken into account.

**Signed:**

**Date:**