

Equality impact Assessment

Project Information	
Project Name <i>This should clearly explain what service / policy / strategy / change you are assessing</i>	Proposal for revisions to a Traffic Regulation Order to allow changes to parking controls at existing parking bays at Three Rivers House, Rickmansworth.
Service Area <i>Main team responsible for the policy, practice, service or function being assessed</i>	Transport and Parking Projects
EIA Author <i>Name and Job Title</i>	Kimberley Rowley, Head of Regulatory Services
Date EIA drafted	4 July 2025
ID number <i>This will be added by the Strategy and Partnerships Team</i>	

Executive summary	
Focus of EIA <i>A member of the public should have a good understanding of the policy or service and any proposals after reading this section.</i> <i>Please use plain English and write any acronyms in full first time - eg: 'Equality Impact Assessment (EIA)'</i> <i>This section should explain what you are assessing:</i> <ul style="list-style-type: none"> <i>If the EIA is attached to a report, summarise the report.</i> <i>Provide information on whether any of the following communities could be affected by the policy, practice, service or function, or by how it is delivered?</i> <i>(age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, and marriage and civil partnership) in addition, TRDC recognises other communities may be vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children, (ex) armed forces personnel.</i> 	<p>Parking controls are imposed via a Traffic Regulation Order on parking bays. The revision to the existing TRO will allow changes in the use and management of the parking bays at Three Rivers House. This will affect existing users ie staff of TRDC as the bays will be in wider use for use by tenants. The changes will also reduce parking space in the TRH car parks for the public in the evenings and at weekends.</p> <p>All staff, TRH tenants and the public will need to comply with the parking restrictions. Whilst disabled bays are not to be provided specifically as part of these works there is disabled blue badge provision in the immediate vicinity. The changes to the TRO will follow a statutory process which includes public consultation.</p> <p>No positive or negative impacts are foreseen on the basis of protected characteristics. It is therefore concluded that a full EIA is not required</p>

Mitigations		
Protected Characteristic	Potential Issue <i>Against each protected characteristics, make a frank and realistic assessment of what issues may or do occur</i>	Mitigating Actions <i>How can the negative impacts be reduced or avoided by the mitigating measures? Is further engagement with specific communities needed? Is more research or monitoring needed? Does there need to be a change in the proposal itself?</i>
Age		
Disability		
Gender reassignment (or affirmation)		
Pregnancy or maternity		
Race		
Religion or belief		
Sex		
Sexual Orientation		
Marriage and Civil		

Partnership		
The council recognises other communities may be vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children and care leavers, (ex) armed forces personnel.		

Actions Planned
<p><i>In this section you can add information on additional or proactive steps you are taking that enhance equity, engagement or equality of access to services, as well as those mitigating actions identified in the section above that will be undertaken.</i></p> <p><i>The Equality Duty is an ongoing duty: policies must be kept under review, continuing to give 'due regard' to the duty. If an assessment of a broad proposal leads to more specific proposals, then further equality assessment and consultation are needed.</i></p> <p>Preparation and implementation of the TRO will be kept under review with any issues considered as they arise.</p>

Additional Information
<p><i>Space to provide any additional information in relation to protected characteristics or equity, diversity, equality and inclusion.</i></p>

Sign off:

Equalities Lead Officer	Date
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