

# Equality impact Assessment

Project Information	
<b>Project Name</b> <i>This should clearly explain what service / policy / strategy / change you are assessing</i>	Extension of the Parking Services Parking Enforcement Partnership with Hertsmere BC.
<b>Service Area</b> <i>Main team responsible for the policy, practice, service or function being assessed</i>	Transport and Parking Projects
<b>EIA Author</b> <i>Name and Job Title</i>	Kimberley Rowley, Head of Regulatory Services
<b>Date EIA drafted</b>	4 July 2025
<b>ID number</b> <i>This will be added by the Strategy and Partnerships Team</i>	RS006

Executive summary	
<b>Focus of EIA</b> <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"> <li><i>If the EIA is attached to a report, summarise the report.</i></li> <li><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></li> <li><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></li> </ul>	<p>The Parking Enforcement service/partnership with Hertsmere Borough Council commenced in 2018 and will cease at the end of March 2026, at which time a new service will need to be considered. Officers consider the working relationship with Hertsmere BC has been positive and propose to extend this service through a delegation pursuant to Sections 9EA(2) of the Local Government Act 2000, Regulations 6 of the Local Authorities (Arrangements for Discharge of Functions) (England) Regulations 2012, Sections 111, 112 and 113 of the Local Government Act 1972, Section 1 Localism Act 2011.</p> <p>The existing Compliance Management and Business Processing specification between parties will be reviewed but it currently states:</p> <p><b>Equality and Diversity</b></p> <p><i>The Service Provider shall be committed to the application of the Equality Act in the principles set out in the Council's policies which can be found on the Council's website.</i></p> <p><i>The Service Provider has a legal duty to promote fairness, eliminate unlawful discrimination and promote good relations between people. The Service Provider is to be committed to these principles and will promote equality of opportunity and will treat all staff fairly and responsibly.</i></p> <p><i>The purpose of the Equality and Diversity Policies is to remove barriers to equal opportunities and to prevent any form of discrimination regardless of an individual's ability, age, responsibility for children or other dependents, gender, disability, gender reassignment, marital status, political or religious belief or non-belief, race, colour, national or ethnic origin, sexual orientation, trade union membership or activity, or work pattern.</i></p>

	<p><i>The Service Provider shall recognise that the provision of equal opportunities in the workplace is good management practice.</i></p> <p><i>The Service Providers policy shall help all employees to develop their full potential and the talents and resources of the workplace will be fully utilised to maximise the efficiency of the Service Provider.</i></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>
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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	Enforcement of disabled blue badge spaces will not occur if there are no enforcement agents secured. Hertsmere BC have demonstrated previous enforcement of these spaces.	<p>Parking enforcement will have a positive impact on this characteristic as regular enforcement of disabled parking provision will occur, supporting access to users where these bays may currently be abused. TRDC has a number of designated disabled parking bays within their public car parks and within Controlled Parking Zones.</p> <p>Enforcement will also take place where vehicles are obstructing a footway and crossing point with parking restrictions in place. Enforcement of this offence will support access on footways and at crossing points to persons with mobility or visual impairment.</p>
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 specification and SLA with Hertsmere BC will be kept under review with any issues considered as they arise.</p> <p>The service and SLA will then be kept under review at regular contract meetings.</p>	

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

**Sign off:**

Equalities Lead Officer	Date
Shivani Dave	10/07/2025

