

# Tameside Metropolitan Borough Council Equality Impact Assessment Form



<b>Subject / Title</b>	TAMESIDE PARKING REVIEW 2025.
<b>Project Lead Officer (Name and Job Title)</b>	SHARON SMITH – HEAD OF PUBLIC PROTECTION.
<b>Assistant Director / Director</b>	EMMA VARNAM.
<b>Department</b>	OPERATIONS & NEIGHBOURHOODS.
<b>Directorate</b>	PLACE

<b>EIA Start Date</b>	<b>EIA Completion Date</b>
DECEMBER 2024	SCREENING – DECEMBER 2024 (UPDATED MARCH 2025). FULL – MARCH 2025.

This Equality Impact Assessment template contains collapsible advice and instructions. **Whenever you see a triangle pictured here, ► click on it to reveal or collapse advice and instructions.**

**PURPOSE OF THE EQUALITY IMPACT ASSESSMENT**  
**EQUALITY IMPACT ASSESSMENT CORPORATE STANDARDS**

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## INITIAL SCREENING

<b>Purpose:</b>	To identify which proposals, need to proceed to Part II of the EIA Process – the full EIA.
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### Step 1: Summarise the proposal

1a.	<b>Proposal Title:</b>	TAMESIDE PARKING REVIEW 2025.
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1b.	Proposal Aims:	<p>The objectives of the review are:</p> <ul style="list-style-type: none"> <li>• Improved understanding of the role of a council parking offer.</li> <li>• New evidence-based parking offer from June 2025.</li> </ul> <p>The following outputs will be delivered at the end of the review:</p> <ul style="list-style-type: none"> <li>• Comprehensive parking evidence base.</li> <li>• Proposal for a new parking offer from June 2025.</li> <li>• Framework for ongoing monitoring (dashboard) and review of the parking function.</li> <li>• Set of agreed 'due regard parking principles' for future parking service development.</li> </ul>
Page 284 1c.	Context:	<p>Tameside Council operates off-street pay and display car parks, plus on-street marked bays which are free but time limited.</p> <p>There are 38 pay and display car parks with 2,666 spaces; and 765 on-street time limited marked bays. Coin and card payment is available in all off-street pay and display car parks.</p> <p>There are 138 designated disabled bays in off-street pay and display car parks. Just over 5% of all off-street pay and display parking spaces. There are 23 on-street bays dedicated for the sole use of Blue Badge holders.</p> <p>There are 11,251 holders of Blue Badges in Tameside. 4.9% of the population. <sup>2</sup> In Tameside's off-street car parks Blue Badge holders are entitled to an extra hour following the departure time shown on their pay and display ticket. For all on-street parking the national Blue Badge scheme rules apply.</p> <p>There is no statutory requirement for councils to provide a parking service. While it may be a discretionary service, the council as a community-based organisation is aware of the importance of access to parking. Not least for residents to be able to access vital services and to support town centre businesses with footfall. An effective parking offer should enable access to</p> <ul style="list-style-type: none"> <li>• Retail outlets to purchase food, drink, clothing, toiletries and other essentials.</li> <li>• Services such as college, GPs, hospital, dentists, opticians, Active Tameside etc.</li> <li>• Social, cultural and leisure activities.</li> <li>• Employment, training and commuting.</li> </ul>

<sup>2</sup> [Disability, accessibility and blue badge statistics: 2022 to 2023 - GOV.UK](#) Table DIS0105

In the context of access, a parking offer should also be cognisant of the needs of people with protected characteristics – e.g. designated parking bays for Blue Badge holders.

It is important to remember that the council service sits within a wider parking model that also includes retail and commercial car parks. Working together they can provide a comprehensive offer that meets the requirements of all users, needs and purposes.

The parking review 2025 will pay due regard to the council’s corporate plan – [Tameside Corporate Plan 2024-28](#). Priorities two and three being of greatest relevance.

- 2 – Opportunity to learn and earn.
- 3 – Safe, green and supportive communities.

Council priorities that influence parking and vice versa include:

- Town centre revitalisation.
- Employment growth areas (e.g. Mayoral Development Zone).
- Housing for town centre living (i.e. alternative land use).
- Transport – joined up offer including active travel, public transport, etc.
- Commuting hubs linking to rail and other transport modes.
- Environment – air quality, carbon reduction, greenspace.
- Financially sustainable public services (& a balanced council budget).

The quality of the parking infrastructure will also be a key consideration. Not least, safety & security (e.g. lighting, CCTV, emergency help points.); signage & information; surface quality; payment methods including accessibility of machines; and designated bays (e.g. for Blue Badge holders).

As stated above there is no statutory requirement for a council to provide a parking offer. Where a council does choose to provide a parking function then it needs to be mindful of parking specific regulations, plus wider regulations that apply to the development of all public services.

- Road Traffic Regulation Act 1984.
- Road Traffic Act 1991.
- Traffic Management Act 2004.

<p>Page 286</p>		<ul style="list-style-type: none"> <li>• Parking Places (Variation of Charges) Act 2017.</li> <li>• National Blue Badge Scheme.</li>   <li>• Inclusive mobility: making transport accessible for passengers and pedestrians. Department of Transport. 2022.</li> </ul> <p>Note: Inclusive mobility: making transport accessible for passengers and pedestrians (Department of Transport, 2022) recommends that 6% of bays are for the sole use of Blue Badge holders.</p> <ul style="list-style-type: none"> <li>• Best Value duty (Local Government Act 1999, s3).</li> <li>• Duty to consult (Local Government Act 1999, s3).</li> <li>• Gunning principles.</li> <li>• Public Sector Equality Duty (Equality Act 2010, s149).</li> <li>• Brown principles.</li> </ul>
<p>1d.</p>	<p>Stakeholders:</p>	<p>The following stakeholders will be involved in the parking review project.</p> <ul style="list-style-type: none"> <li>• Residents – whether users or not (i.e. they are council taxpayers, voters and may be affected indirectly).</li> <li>• Users – from within Tameside or from outside the borough, including those with protected characteristics.</li> <li>• Elected Members – as representatives of residents.</li> <li>• Businesses – especially town centre businesses reliant on footfall.</li> <li>• Interest groups – e.g. Hyde Accelerator Partnership, Stalybridge Delivery Group, Ashton Town Team.</li> <li>• Other stakeholders &amp; partners – e.g. NHS, Tameside College, GMP, supermarkets.</li> </ul> <p>The above stakeholders will be involved in two waves of engagement activity. Firstly a ‘call for input’ from businesses, interest groups and partners. Then a ‘public engagement’ exercise focusing on residents and users (but which any stakeholder can participate in).</p> <p>The outputs from the engagement work will be used to inform the final Equality Impact Assessment (EIA), including whether a full EIA is required in addition to this screening EIA.</p>

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## Step 2: Impact Analysis – identify the impacts

Purpose:	To identify potential impacts the proposal may have on people with protected characteristics.
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SEE INSTRUCTION:

Protected Characteristic	Direct Impact	Indirect Impact	Mitigation Required
<i>Select yes or no from the drop-down list in each box to identify whether any direct or indirect have been identified under each protected characteristic, and also select yes or no to determine whether a mitigating action is required. Subsequently, list these impacts in the grey box under each protected characteristic.</i>			
Age	No	Yes	No
Page 287	<b>Older ages - potential frailty and/or disability:</b> <ul style="list-style-type: none"> <li>Physical access and space.</li> <li>Length of stay required due to mobility issues.</li> <li>Blue badge holders.</li> <li>Physical and sensory suitability of payment machines.</li> </ul> <b>Older ages – use of technology:</b> <ul style="list-style-type: none"> <li>Preference for cash or debit card payment, rather than phone, online or app.</li> </ul> <b>Younger ages - parent and child:</b> <ul style="list-style-type: none"> <li>Physical access and space.</li> </ul>		
Sex	No	No	No
Race (including colour, nationality, and ethnicity)	No	No	No
Religion or Belief	No	No	No
Disability	No	Yes	No
	<ul style="list-style-type: none"> <li>Physical access and space.</li> <li>Length of stay required due to mobility issues.</li> </ul>		

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	<ul style="list-style-type: none"> <li>Blue badge holders.</li> <li>Physical and sensory suitability of payment machines.</li> </ul>		
Sexual Orientation	No	No	No
Gender Identity	No	No	No
Pregnancy/Maternity	No	Yes	No
	<ul style="list-style-type: none"> <li>Parent and child. Physical access and space.</li> </ul>		
Marriage/Civil Partnership	No	No	No
Carers	No	Yes	No
	Supporting those with disabilities and/or frailty, and young children: <ul style="list-style-type: none"> <li>See age above.</li> <li>See disability above.</li> <li>See pregnancy &amp; maternity above.</li> </ul>		
Cared for Children and Young People	No	No	No
Mental Health	No	No	No
Neurodivergence	No	No	No
Socio-Economic Disadvantage	No	Yes	No
	<ul style="list-style-type: none"> <li>Affordability of tariffs in an area of socio-economic deprivation and low household incomes.</li> </ul>		
Multiple Marginalisation	No	No	No

## Step 3: Initial Screening Sign Off

Purpose:	To determine whether a proposal should proceed from the Initial Screening to the Full Equality Impact Assessment.
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SEE INSTRUCTION:

1e.	Does the proposal require a full EIA?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Page 289	If you are not undertaking a full EIA, please provide justification as to why not.	<p>Equality considerations that have been identified will be addressed as part of the project outcomes. For the majority they are already covered through the current parking model and the new model is not expected to generate any additional or different issues that would require mitigations.</p> <p>Below is a summary at this draft EIA stage of issues and how they will be addressed.</p> <p><b>Age:</b></p> <ul style="list-style-type: none"> <li>• <b>Frailty/access.</b> Dedicated disabled bays (on-street and off-street) and level surfaces. The National Blue Badge scheme applies for on-street plus 23 bays dedicated for the sole use of Blue Badge holders. Blue badge holders get an additional 1 hour on top of the paid for time in off-street pay and display car parks.</li> <li>• <b>Payment methods.</b> Different payment methods preferred by different age groups. All machines accept cash or card.</li> <li>• <b>Parent &amp; child.</b> While there has not been demand or requests for parent and child parking spaces the council will give thought to introducing such bays as part of the review work and decide as part of the final model.</li> </ul> <p><b>Disability:</b></p> <ul style="list-style-type: none"> <li>• <b>Access.</b> Dedicated disabled bays (on-street and off-street) and level surfaces. National Blue Badge scheme for on-street.</li> <li>• <b>Time.</b> Blue badge holders get an additional 1 hour on top of the paid for time in off-street pay and display car parks.</li> </ul>

- **Payment methods.** All machines accept cash or card and are accessible for those with physical and sensory disabilities. The machines used by Tameside Council – the Metric Elite LS – meet EN12414 standards.<sup>3</sup>

**Pregnancy & maternity:**

- **Parent & child.** While there has not been demand or requests for parent and child parking spaces the council will give thought to introducing such bays as part of the review work and decide as part of the final model.

**Carers:**

- **Supporting those with disabilities.** As above.

**Socio-economic:**

- **Affordability of tariffs.** tariffs have been benchmarked with other areas across Greater Manchester and alternative non-council provision within Tameside. Currently, free short stay on-street parking is also available.

5.2% of bays in off-street car parks are for Blue Badge holders only.

Not every car park has at least one disabled bay.

2.9% of on-street managed bays are for Blue Badge holders only.

4.9% of residents in Tameside are Blue Badge holders.<sup>4</sup>

6% of bays should be disabled bays for use by Blue Badge holders only as per best practice.<sup>5</sup>

The final report and EIA will need to consider the above different between good practice and current disabled bay provision.

<sup>3</sup> BS EN 12414:2020 provides measurable minimum requirements and associated test methods to standardize and qualify: ease of use, convenience of operation, accessibility, security, energy autonomy, environmental resistance, and protection against dangerous situations.

<sup>4</sup> <https://www.gov.uk/government/statistics/disability-accessibility-and-blue-badge-statistics-2022-to-2023> Table Dis0105

<sup>5</sup> Inclusive mobility: making transport accessible for passengers and pedestrians (Department of Transport, 2022).

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This initial screening has been completed by the EIA Lead Officer:	Name:	SHARON SMITH.
	Signature:	
	Department:	PUBLIC PROTECTION.
	Date:	23 DECEMBER 2024. 28 MARCH 2025.
This Initial Screening has been checked by the Assistant Director / Director:	Name:	EMMA VARNAM.
	Signature:	
	Department:	OPERATIONS & NEIGHBOURHOODS.
	Date:	23 DECEMBER 2024. 28 MARCH 2025.

FULL EQUALITY IMPACT ASSESSMENT

Step 4: Issues to Consider

SEE INSTRUCTION:

Data and Intelligence

4a. *List the type of evidence and specific sources that have been used to inform this Equality Impact Assessment. Do not go into detail of what has been found or describe consultation/engagement, as these will be addressed in later parts of the form.*

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- Tameside population profile – Census 2021 / Office for National Statistics (ONS).
- National Blue Badge Scheme (and associated data published regarding the number of Blue Badge holders in Tameside).
- Tameside Council information on parking infrastructure and the number of off-street pay & display car parks, on-street marked bays, and on-street Blue Badge holders only marked bays.
- Usage data from the Metric pay & display machines.
- Financial data prior to the installation of Metric pay & display machines.
- Benchmarking good practice with other areas and other sources such as the British Parking Association (BPA) and the Local Government & Social Care Ombudsman (LGSCO).
- Tameside Council complaints data and Freedom of Information (FoI) requests related to parking.
- Other parking offers available across Tameside – e.g. car parks on retail sites that are free, but time limited.; and car parks that operate a commercial offer (e.g. SiP, NCP).

SEE INSTRUCTION:

Consultation and Engagement

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4b.	Has any consultation or engagement been conducted that is relevant to this Equality Impact Assessment?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
If YES, answer 4c-4e.		If NO, answer 4f.	
4c.	Engagement Undertaken:	<p><i>List the engagement exercises conducted that are relevant to this Equality Impact Assessment.</i></p> <p>Three months of engagement activity took place from mid-December 2024 to mid-March 2025 in two waves.</p> <ul style="list-style-type: none"> <li>• ‘Call for input’ from stakeholders – starting in December 2024.</li> <li>• ‘Public consultation’ with car park users and residents – starting in January 2025.</li> </ul> <p>Note: the outputs from an earlier consultation exercise in late 2019 / early 2020 have also been reviewed. That consultation was to support a parking review in 2020. However, the review was cancelled just after the consultation closed as at that point the country went into the first Covid-10 national lockdown.</p>	
4d.	Who has been engaged with?	<p><i>List who has been engaged with to inform this Equality Impact Assessment. Be as specific as possible; identify specific forums or channels through which you have conducted engagement (e.g. service user panels) and the protected characteristics these broadly cover.</i></p> <ul style="list-style-type: none"> <li>• Businesses – especially town centre businesses reliant on footfall.</li> <li>• Interest groups – e.g. Hyde Accelerator Partnership, Stalybridge Delivery Group, Ashton Town Team.</li> <li>• Other stakeholders &amp; partners – e.g. NHS, Tameside College, GMP, local supermarkets and retail parks.</li> <li>• Councillors and Members of Parliament – as representatives of residents.</li> <li>• Residents – whether users or not (i.e. they are council taxpayers, voters and may be affected indirectly).</li> <li>• Users – from within Tameside or from outside the borough, including those with protected characteristics.</li> <li>• Stalybridge Delivery Group – 21 January 2025.</li> <li>• Ashton Town Team – 22 January 2025.</li> <li>• Hyde Accelerator Partnership – 11 February 2025.</li> </ul>	

		<ul style="list-style-type: none"> <li>• Tameside Partnership Engagement Network – 17 February 2025.</li> <li>• Place &amp; External Relations Scrutiny Panel – 11 March 2025.</li> </ul>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 294</p>	<p>4e. Outcomes of Engagement:</p>	<p><i>Identify the key findings from the engagement that has occurred (e.g. any potential impacts the proposal may have, reasons for potential impacts, any mitigating actions that have been identified, etc.)</i></p> <ul style="list-style-type: none"> <li>• 12 weeks of engagement has been undertaken from mid-December 2024 to mid-March 2025. There were over 700 engagements in total across all feedback routes – online survey, e-mails / letters, and face to face meetings.</li> </ul> <p>The bullets below are the main headlines from feedback across all channels.</p> <ul style="list-style-type: none"> <li>• Car parking plays an important role in the local economy and generating footfall in town centres, with the consensus being that residents have been put off from visiting and shopping in Tameside due to high charges.</li> <li>• Residents typically used council parking infrequently (less than once a week) and for short periods with the intention of visiting shops, markets and cafes/restaurants. Ashton-under-Lyne is the most popular town, although Denton, Stalybridge and Hyde are also visited heavily.</li> <li>• While there is support for using more technology to facilitate, monitor and enforce parking charges, almost half of residents still pay for parking using cash.</li> <li>• Feedback shows that there is broad support for parking reform, particularly through lowering the charges for parking and/or increasing the amount of time that residents can park for free. There are also requests to improve the condition, safety and signage of car parks.</li> <li>• There is a lack of disabled-friendly parking, not just in terms of spaces but also in terms of appropriate locations (e.g.: flat and accessible land), condition and payment systems.</li> <li>• There is considerable discontent across all channels about the costs for parking at the Tameside Wellness Centre, with many respondents specifically referencing this issue.</li> <li>• It is recognised that there is a need to balance short-stay parking to encourage turnover of vehicles, and long-stay parking for residents, employees and business owners who require it. In addition, some respondents have expressed interest in expanding contract parking passes for selected groups or introducing parking permit schemes for residents.</li> </ul>

		<p>The bullets below are key questions and responses from the online survey.</p> <ul style="list-style-type: none"> <li>• Of residents who answered the free text question “Do you have any other comments regarding council off-street pay and display parking <u>currently</u> in Tameside?”, the 5 most popular coded themes were:             <ul style="list-style-type: none"> <li>○ Too expensive or unfair prices (49%).</li> <li>○ Current parking arrangements reduce footfall in town centres (26%).</li> <li>○ Request to increase amount of free parking time (15%).</li> <li>○ Respondent uses other car parking instead of council facilities (15%).</li> <li>○ Car parks are not fit for purpose, unsafe or in a state of disrepair (14%).</li> </ul> </li> <li>• In addition, 12% of respondents to the free text question referenced issues with parking at the Tameside Wellness Centre specifically.</li> <li>• Of residents who answered the free text question “Do you have any other comments or ideas for the <u>future</u> of council off-street pay and display parking in Tameside??”, the 5 most popular coded themes were:             <ul style="list-style-type: none"> <li>○ Car parking charges disincentive people from using local businesses (31%).</li> <li>○ Increase amount of time people can park for free (28%).</li> <li>○ Current car parking charges are too expensive (26%).</li> <li>○ Easier car parking for people using doctors and other services (13%).</li> <li>○ More free car parking spaces for residents and employees (12%).</li> </ul> </li> </ul> <p>Regarding equality matters the follow views were expressed in feedback.</p> <ul style="list-style-type: none"> <li>• Lack of disabled-friendly parking, not just in terms of the number of spaces but also appropriate locations (e.g. flat and accessible land), condition and payment systems.</li> <li>• Need for the reintroduction of the former disabled parking area outside Ashton Town Hall.</li> <li>• Lack of disabled-friendly parking locations and payment systems.</li> <li>• Consideration should be given to the need for specialised parking spaces, including disabled and parent/child parking.</li> </ul>
4f.	If engagement has not been undertaken, please explain why.	Not applicable.

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SEE INSTRUCTION:

Legislative Drivers	
4g.	<p><i>Identify the specific pieces of legislation, case law, or judicial review specific to your service/project that have influenced this Equality Impact Assessment, and how these have influenced the analysis and outcomes.</i></p> <p>There is no statutory requirement for a council to provide a parking offer. Where a council does choose to provide a parking function then it needs to be mindful of parking specific regulations, plus wider regulations that apply to the development of all public services. They include:</p> <ul style="list-style-type: none"> <li>• Road Traffic Regulation Act 1984.</li> <li>• Road Traffic Act 1991.</li> <li>• Traffic Management Act 2004.</li> <li>• Parking Places (Variation of Charges) Act 2017.</li>   <li>• National Blue Badge Scheme.</li>   <li>• Inclusive mobility: making transport accessible for passengers and pedestrians. Department of Transport. 2022.</li>   <li>• Best Value duty (Local Government Act 1999, s3).</li> <li>• Duty to consult (Local Government Act 1999, s3).</li> <li>• Gunning principles – consultation – <i>R v Brent London Borough Council ex p Gunning</i> (1985) 84 LGR 168.</li> <li>• Public Sector Equality Duty (Equality Act 2010, s149).</li> <li>• Brown principles – equalities – <i>R v Secretary of State for Work &amp; Pensions &amp; the Secretary of State for Business, Enterprise and Regulatory Reform</i> [2008] EWHC 3158 (Admin).</li> </ul>

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SEE INSTRUCTION:

Financial Considerations	
4g.	<p><i>Identify any financial considerations that have influenced the analysis and outcomes of this Equality Impact Assessment.</i></p>

The Parking Service does not currently have a gross revenue budget. The service is required to generate sufficient income from parking charges to cover the costs of providing the service. Any surplus above running costs is reinvested in highways maintenance and improvement (as per legislation). Except for the Covid lockdown periods the service has in recent years run at a surplus and thus provided resources for highways maintenance and improvement. Any proposals to reduce tariffs will need to be mindful of the requirement to cover running costs at least, and the impact on the additional financial support to highways maintenance and improvement provided by surplus income (or otherwise).

The current (January 2025) forecast budget position for Parking Services for 2024/25 is shown in the table below:

<b>INCOME</b>	<b>BUDGET</b>	<b>FORECAST</b>
Pay & display (Off Street)	(1.548)	(1.439)
Pay & display (On Street)	(0.268)	0.000
Passes	(0.275)	(0.343)
Fines	(0.579)	(0.780)
Other	(0.030)	(0.027)
<b>Total Income</b>	<b>(2.700)</b>	<b>(2.589)</b>
<b>EXPENDITURE</b>	<b>BUDGET</b>	<b>FORECAST</b>
Off Street Car Parks	0.904	0.866
Enforcement (Off Street)	0.213	0.310
Enforcement (On Street)	0.346	0.465
On Street - Other	0.027	0.052
<b>Total Expenditure</b>	<b>1.490</b>	<b>1.693</b>
<b>NET POSITION</b>	<b>(1.210)</b>	<b>(0.896)</b>
<i>Variance to Budget</i>		<i>0.314</i>

The parking trading account for the last six years is also published on the council website at: [Table-2.pdf](#)

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## Step 5: Impact Analysis – evidence the impacts

Purpose:	To provide evidence of the potential impacts identified under each protected characteristic.
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FOR DEFINITIONS OF PROTECTED CHARACTERISTICS, EXPAND THE INSTRUCTION BELOW.

SEE INSTRUCTION:

Impact No.	Protected Characteristic <i>Select a protected characteristic from the drop-down list</i>	Impact <i>Identify the potential impact of the proposal</i>	Impact Type (Direct/Indirect) <i>Select 'direct' or 'indirect' from the drop-down list</i>	Evidence <i>Provide evidence regarding the proposal's potential impact (e.g. data/intelligence, findings from consultation/engagement, research reports, etc.).</i>
Page 298	Age	Access - potential frailty / disability.	Indirect	Feedback. Data. Research. Good practice. Benchmarking.  Surfaces within the car parks and/or on-street parking areas. Bay space and size. Additional time required due to mobility factors.  5.2% of off-street bays are currently disabled bays (138/2,666). 2.9% of on-street marked bays are for disabled users only (23/788). 4.9% of the Tameside population hold a Blue Badge (11,251/231,063) <sup>6</sup> . 9% of Tameside's population are disabled under the Equality Act compared to 17.3% in England. <sup>7</sup>
2	Age	Access – parent and child.	Indirect	Research. Benchmarking.  Surfaces within the car parks and/or on-street parking areas. Bay space and size.

<sup>6</sup> [Disability, accessibility and blue badge statistics: 2022 to 2023 - GOV.UK](#) Table DIS0105

<sup>7</sup> [Census - Office for National Statistics](#)

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3	Age	Physical and sensory suitability of payment machines.	Indirect	<p>Research. Good practice. Benchmarking.</p> <p>Approach to and height of payment machines. Use of buttons and the visibility of screens on the machines.</p> <p>See 1 for data.</p>
4	Age	Use of technology.	Indirect	<p>Feedback. Data. Research.</p> <p>Preference for cash payment rather than contactless (e.g. payment wallet on a phone) or remote (e.g. parking app or online).</p> <p>80% of people over the age of 65 years have access to a smart phone, compared to 98% of people aged 16 to 24 years (UK data).<sup>8</sup></p>
5	Disability	Access – physical disability / mobility limitations.	Indirect	<p>Feedback. Data. Research. Good practice. Benchmarking.</p> <p>Surfaces within the car parks and/or on-street parking areas. Bay space and size. Additional time required due to mobility factors.</p> <p>See 1 for data.</p>
6	Disability	Physical and sensory suitability of payment machines.	Indirect	<p>Research. Good practice. Benchmarking.</p> <p>Approach to and height of payment machines. Use of buttons and the visibility of screens on the machines.</p>
7	Pregnancy/Maternity	Access – parent and child.	Indirect	<p>Research. Benchmarking.</p> <p>Surfaces within the car parks and/or on-street parking areas. Bay space and size.</p>
8	Carers	Support to those with disabilities, age related frailties and those caring for children.	Indirect	<p>As above (1 to 7).</p> <p>9.5% of the Tameside population provide unpaid care, compared to 8.8% for England.<sup>9</sup></p>

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<sup>8</sup> [UK Mobile Phone Statistics 2024 - Stats Report - Uswitch](#)

<sup>9</sup> [Census - Office for National Statistics](#)

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9	Socio-Economic Disadvantage	Access – affordability.	Indirect	Feedback. Data. Research. Benchmarking.  Tariff dates set at a level that people can afford to pay and access local services.  Gross weekly pay in Tameside is 10% lower than the national average (£664/£730). 5.2% of working age adults in Tameside are claiming out-of-work benefits, compared to 4.1% nationally. <sup>10</sup>
10	Choose a protected characteristic.		Choose an impact type.	

## Step 6: Plan mitigating actions

<b>Purpose:</b>	To identify mitigating actions to minimise potential detrimental impacts of the proposal on people with protected characteristics.
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<b>Impact</b>	<b>Impact</b>	<b>Mitigating Action and Rationale</b>	<b>Officer Responsible</b>	<b>Timescale</b>	<b>Completed (Yes/No)</b>	<b>Update</b>
<i>Identify the impact being addressed</i>	<i>Describe the action required to reduce the detrimental impact identified in the Impact Analysis, and explain the rationale underneath and/or intended outcome.</i>	<i>Identify who is responsible for implementing the mitigating action (name and department).</i>	<i>Provide the timeframe for when the mitigating action should be implemented.</i>	<i>Has the mitigating action been implemented?</i>	<i>Provide any progress updates below.</i>	
1 5 8	Access - potential frailty / disability / mobility limitations.	Dedicated disabled bays in off-street pay and display car parks with level surfaces.  National Blue Badge scheme applies for on-street plus 23 bays dedicated for the sole use of Blue Badge holders.	Tracy Gallimore (Parking Services Manager).	N/a. Already in place.	Yes.	N/a.

<sup>10</sup> [Labour Market Profile - Nomis - Official Census and Labour Market Statistics](#)

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		Blue badge holders get an additional 1 hour on top of the paid for time in off-street pay and display car parks.				
1 5 8	Access - potential frailty / disability / mobility limitations.	Ensure at least 1 space or 6% of all spaces in each car park (whichever higher) is a disabled bay.	Tracy Gallimore (Parking Services Manager).	End of 2025.	No.	N/a.
1 5 8	Access - potential frailty / disability / mobility limitations.	Review all 23 on-street Blue Badge holder only bays to ensure good coverage (at least 6% of all on-street bays) and in appropriate locations.	Tracy Gallimore (Parking Services Manager) / Ian Hall (Engineer – Traffic Operations)	End of 2025.	No.	N/a.
2 7	Access – parent & child.	Provision of parent & child bays. Keep under review. Although provided by many supermarkets and retail parks there has not been notable demand or requests for similar on council car parks in Tameside.	Sharon Smith (Head of Public Protection).	Ongoing.	No.	N/a.
Page 301	Physical and sensory suitability of payment machines.	Payment machines used by Tameside Council – the Metric Elite LS – meet EN12414 standards. <sup>11</sup>	Tracy Gallimore (Parking Services Manager).	N/a. Already in place.	Yes.	N/a.
	4	Use of technology.	All machines accept cash or contactless card payments.	Tracy Gallimore (Parking Services Manager).	N/a. Already in place.	Yes.
9	Access – affordability.	New tariffs to provide cheaper off-street pay & display parking. Plus, on-street marked time-limited bays to remain free.	Sharon Smith (Head of Public Protection).	June 2025.	No.	Subject to approval by Executive Cabinet in April 2025 the new tariffs will be implemented from June 2025.

<sup>11</sup> BS EN 12414:2020 provides measurable minimum requirements and associated test methods to standardize and qualify: ease of use, convenience of operation, accessibility, security, energy autonomy, environmental resistance, and protection against dangerous situations.

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## Step 7: Sign-off

<b>Purpose:</b>	For the EIA Lead Officer to sign that the EIA is complete, and for the Assistant (Director) to counter-sign that they agree with the content of the EIA and that it is sufficiently robust.
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This Equality Impact Assessment has been completed by the EIA Lead Officer:	Name:	SHARON SMITH.
	Signature:	
	Department:	PUBLIC PROTECTION.
	Date:	28 MARCH 2025.
This Equality Impact Assessment has been checked by the Assistant Director / Director, and signs that it is sufficiently robust and rigorous:	Name:	EMMA VARNAM.
	Signature:	
	Department:	OPERATIONS & NEIGHBOURHOODS.
	Date:	28 MARCH 2025.

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POST-IMPLEMENTATION REVIEW

Step 8: Review EIA after implementation

Purpose:

To update the EIA with any new impacts and to provide a progress update on mitigating actions.

SEE INSTRUCTION:

Six Months After Implementation

Twelve Months After Implementation

*Describe and explain the effects of the proposal on people with protected characteristics, using evidence to compare against the Impact Analysis as a baseline.*

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