

Appendix A – parking enforcement costs

Item	£000's
In-house Parking Monitoring officer + on-costs + indirect staff costs (e.g. training, support, protective clothing, in-field computing etc)	50
Civil Enforcement Officer (from parking contractor	30
Vehicle removal capacity & storage	20
Admin & overheads (e.g. complaint processing, postage costs etc)	15
Legal disbursements (summonses etc)	1
Total	116

Appendix B – parking enforcement costs

Brent Council Equality Analysis Form

1. Roles and Responsibilities: please refer to stage 1 of the guidance	
Directorate: Environment and Neighbourhood Services Service Area: Safer Streets	Person Responsible: Name: Christopher Taylor Title: Project Delivery Officer Contact No: (020) 8937 5159 Signed: <i>Christopher Taylor</i>
Name of policy: Blue Badge Scheme (charging and enforcement)	Date analysis started: 06 December 2012 Completion date: 10 December 2012 Review date:
Is the policy: New <input type="checkbox"/> Old <input checked="" type="checkbox"/>	Auditing Details: Name: Title: Date: Contact No: Signed:
Signing Off Manager: responsible for review and monitoring Name: Andrew Clarke Title: Senior Contracts Manager Date: Contact No: (020) 8937 5454 Signed:	Decision Maker: Name individual /group/meeting/ committee: Name: David Thrall Title: Head of Service Date: Contact No: (020) 8937 5454 Signed:

2. Brief description of the policy. Describe the aim and purpose of the policy, what needs or duties is it designed to meet? How does it differ from any existing policy or practice in this area?

Please refer to stage 2 of the guidance.

The Blue Badge Scheme helps disabled people with severe mobility problems to access services, by allowing them to park close to their destination. The scheme allows them to park in otherwise restricted areas, whilst displaying a blue badge in the vehicle.

Blue Badge fraud and misuse is a significant problem nationally. By abusing the scheme, people who have a genuine disability and a real need for a Blue Badge are often unable to park as the spaces are taken by people who do not need them. There is also a significant impact on parking revenues, which are not collected.

The aim of the policy change is to tackle fraud and misuse within the scheme and improve the service we deliver to our customers. This will be achieved by:

- joining the national Blue Badge Improvement Scheme (BBIS) which produces a new type of badge that is difficult to forge;

- implementing the Blue Badge enforcement project to ensure that Blue Badge bays are used only by people with a genuine need;
- the implementation of a robust prosecution policy.

Making use of the BBIS will incur additional costs and it is proposed to charge £10 for the issuing of Blue Badges, which is the maximum amount permissible. The generated income will be used to fund a post dedicated to enforcing the scheme.

3. Describe how the policy will impact on all of the protected groups:

Disability

The introduction of a £10 charge for the new Blue Badges from the BBIS will only have a financial impact on those with disabilities, as only disabled people with mobility problems are eligible for the Scheme. However, in the majority of cases the £10 is only payable every 3 years when the Blue Badge is renewed. Various options are proposed for making the payment of £10. These include paying by card over the phone, paying online and paying at a number of shops that offer PayPoint (where the customer can pay with cash).

The increase in enforcement will only negatively impact those who are misusing the system who are either not disabled or have a disability that does not warrant the benefits that a blue badge brings; and the increase in enforcement will have an overall positive impact on those genuinely disabled customers who are part of the scheme.

Age

Data on Blue Badge holders shows that over 60% of holders are over the age of 65. The impact on the elderly Blue Badge holders will be as above under “disability”. Elderly residents are also less inclined to pay for services online, but the option to pay in cash at various PayPoint locations is also proposed. There are no additional identified impacts due to age.

Sex

Data on Blue Badge holders shows that over 57% of holders are female. The impact on the female Blue Badge holders will be as above under “disability”. There are no additional identified impacts due to sex.

Race

Data on Blue Badge holders shows that over 64% of holders are from black, Asian and other ethnic groups, and this is similar to the BAME make up of the local community. The impact on these Blue Badge holders will be as described above under “disability”. According to Mosaic data, a higher percentage of residents with an Asian background have no direct payment bank account, but the option to pay in cash at various PayPoint locations is also proposed. There are no additional identified impacts due to race.

Gender re-assignment

No identified impact.

Marriage and civil partnership

No identified impact.

Pregnancy and maternity

No identified impact.

Religion

No identified impact.

Sexual Orientation

No identified impact.

Please give details of the evidence you have used:

The data used has been collected from current Blue Badge holders.

Ethnicity	Total	%
Asian or Asian British	3642	35.50
Black or Black British	1688	16.45
Mixed	93	0.91
Not Stated	785	7.65
Other Ethnic Groups	369	3.60
White	3541	34.51
Blank	142	1.38
Total	10260	

Sub-Ethnicity	Total	%
Sub Ethnicity		
African	463	4.51
Any other group	330	3.22
Bangladeshi	36	0.35
Black and Asian	1	0.01
Black and White	8	0.08
Black British	157	1.53
British	1982	19.32
British Asian	166	1.62
Caribbean	743	7.24
Caribbean Asian	6	0.06
Chinese	26	0.25
Chinese and White	2	0.02
Did not wish to reply	30	0.29
East African Asian	116	1.13
Filipino	11	0.11
Form not completed	778	7.58
Indian	1709	16.66
Irish	525	5.12
Irish Traveller	7	0.07
Mixed Asian	12	0.12
Mixed Black	3	0.03
Mixed white	12	0.12
Other Asian, Asian unspecified	1164	11.35
Other Black, Black unspecified	318	3.10

Other mixed, mixed unspecified	26	0.25
Other white, white unspecified	1010	9.84
Pakistani	420	4.09
Vietnamese	1	0.01
White and Asian	23	0.22
White and Black African	19	0.19
White and Black Caribbean	14	0.14
Blank	142	1.38
Total	10260	

Age	Total	%
0 - 17	345	3.36
18 - 64	3726	36.32
65 +	6189	60.32
Total	10260	

Gender	Total	%
Female	5886	57.37
Male	4306	41.97
Blank	68	0.66
Total	10260	

Mosaic Public Sector 2009 Grand Index (updated November 2010)

- Data on internet use and preference to pay with cash

4. Describe how the policy will impact on the Council's duty to have due regard to the need to:

(a) Eliminate discrimination (including indirect discrimination), harassment and victimisation;

The Blue Badge Scheme, is a national scheme aimed at ensuring that those with mobility issues are not discriminated through access to the wider community and services. The proposed changes are to ensure that the scheme is managed more effectively through robust enforcement, to ensure that it is not misused. It is not deemed that this more robust enforcement of the scheme will indirectly discriminate any other protected groups.

(b) Advance equality of opportunity;

The proposed enforcement changes will not affect the eligibility criteria for the scheme, only those who are abusing it (i.e those who are not eligible). It is also deemed that the issuance fee of £10 (every 3 years for the majority of cases) is not so high as to deter those in need of the scheme from applying.

Through more robust enforcement of the scheme, those who are entitled to use it will enjoy better mobility and access to the wider community and services as a consequence of better availability of disabled parking space which are less likely to be taken by able-bodied drivers.

(c) Foster good relations

It is deemed that the increase in enforcement will also have a positive benefit for those entitled to use the badge. For the reasons set out earlier, it should assist to dispel the wide spread conception that the scheme is abused and thereby foster good relations between those who have a protected characteristic (disability) and those who do not, in line with the duty under s149 of the Equality Act 2010.

**5. What engagement activity did you carry out as part of your assessment?
Please refer to stage 3 of the guidance.**

i. Who did you engage with?

Information for this assessment was obtained from Brent's Reablement and Safeguarding Service. No further engagement was necessary as sufficient information was obtained to assess the likely impact of the policy change.

ii.

What methods did you use?

See above

iii. What did you find out?

See above

iv. How have you used the information gathered?

To inform this EIA

v. How has it affected your policy?

It has confirmed that the policy will have a positive impact on groups with protected characteristics.

6. Have you have identified a negative impact on any protected group, or identified any unmet needs/requirements that affect specific protected groups? If so, explain what actions you have undertaken, including consideration of any alternative proposals, to lessen or mitigate against this impact.

See below.

Disability, Age, Sex, Race

Financial impact

The introduction of a £10 charge for new Blue Badges will have a financial impact on those with disabilities, as only disabled people with mobility problems are eligible for the Scheme. However, the charge is only payable once every three years (for the majority of cases), at the time the Blue Badge is renewed, and £10 over 3 years is not deemed to be a particularly significant payment. In fact, use of a Blue Badge can potentially save a customer up to £3,500 a year in parking fees for someone who lives in London and uses the Blue Badge to travel to work everyday (see Executive Report).

According to Mosaic data on the Brent population, those with disabilities and the elderly are less inclined to pay for services online. There is also a higher percentage of residents with an Asian background that have no direct payment bank account. However the option of paying the £10 fee in cash via PayPoint is proposed which offers convenience to the customer as there are many PayPoint locations throughout the borough (mainly in local shops).

The £10 fee will only be charged for the issuing of Blue Badges, so there is no charge for the application process itself and unsuccessful applicants will not incur a cost. The money raised through this £10 charge will be used to pay for an officer dedicated to enforcing the Blue Badge Scheme, which will in fact have an overall positive impact on those with genuine disabilities who use the scheme.

Enforcement

The proposed increase in enforcement will have a positive impact on those with disabilities who use the scheme, as a crack-down on fraud and misuse will mean that more disabled parking bays are available to Blue Badge holders. The enforcement proposal includes measures to minimize any adverse impact resulting from the increased prosecutions for those from protected characteristics, by use of Safeguarding alerts. Furthermore, prosecutions will only proceed against a vulnerable person once the matter has been reviewed by the Director for Adult Social Care.

Please give details of the evidence you have used:

Data used is in section 3 above.

7. Analysis summary

Please tick boxes to summarise the findings of your analysis.

Protected Group	Positive impact	Adverse impact	Neutral
Age	✓		
Disability	✓		
Gender re-assignment			✓
Marriage and civil partnership			✓
Pregnancy and maternity			✓
Race	✓		
Religion or belief			✓
Sex	✓		
Sexual orientation			✓

8. The Findings of your Analysis

Please complete whichever of the following sections is appropriate (one only). Please refer to stage 4 of the guidance.

No major change

Your analysis demonstrates that:

- *The policy is lawful*
- *The evidence shows no potential for direct or indirect discrimination*
- *You have taken all appropriate opportunities to advance equality and foster good relations between groups.*

Please document below the reasons for your conclusion and the information that you used to make this decision.

The proposed policy changes are lawful. The proposal to charge £10 for issuing a Blue Badge is permissible under the Blue Badge Improvement Scheme. The provisions for enforcing the scheme are laid out in the:

- Chronically Sick and Disabled Persons Act 1970
- Road Traffic Regulation Act 1984
- Disabled Persons (Badges for Motor Vehicles) (England) Regulations 2000
- Road Traffic Regulation Act 1984
- Fraud Act 2006

The proposals do not discriminate against any protected group. In fact, the proposals will result in an improvement to a scheme aimed solely at improving the lives of those with a mobility disability. Tackling fraud and abuse of the system will help foster good relations with those who use the scheme. The £10 charge (every 3 years for the majority of cases) is not deemed to be excessive and monies collected will be used towards enforcing the scheme. Various payment options will also be available to account for the various needs of the customer.

The analysis shows that the proposed changes will have an overall positive impact on the identified protected groups.

Adjust the policy

This may involve making changes to the policy to remove barriers or to better advance equality. It can mean introducing measures to mitigate the potential adverse effect on a particular protected group(s).

Remember that it is lawful under the Equality Act to treat people differently in some circumstances, where there is a need for it. It is both lawful and a requirement of the public sector equality duty to consider if there is a need to treat disabled people differently, including more favourable treatment where necessary.

If you have identified mitigating measures that would remove a negative impact, please detail those measures below.

Please document below the reasons for your conclusion, the information that you used to make this decision and how you plan to adjust the policy.

Not applicable.

Continue the policy

This means adopting your proposals, despite any adverse effect or missed opportunities to advance equality, provided you have satisfied yourself that it does not amount to unlawfully discrimination, either direct or indirect discrimination.

In cases where you believe discrimination is not unlawful because it is objectively justified, it is particularly important that you record what the objective justification is for continuing the policy, and how you reached this decision.

Explain the countervailing factors that outweigh any adverse effects on equality as set out above:

Not applicable.

Please document below the reasons for your conclusion and the information that you used to make this decision:

Not applicable.

Stop and remove the policy

If there are adverse effects that are not justified and cannot be mitigated, and if the policy is not justified by countervailing factors, you should consider stopping the policy altogether. If a policy shows unlawful discrimination it must be removed or changed.

Please document below the reasons for your conclusion and the information that you used to make this decision.

Not applicable.

9. Monitoring and review

Please provide details of how you intend to monitor the policy in the future. Please refer to stage 7 of the guidance.

Equalities data on Blue Badge holders is already held by the Council. We will continue to gather this information and it will be used for future occasional reviewing exercises, to analyse the impact of the proposed changes on those who use the scheme. Disabled groups will also be occasionally asked if they feel that the increase in enforcement has improved the availability of disabled parking spaces and has had a positive impact on the scheme.

10. Action plan and outcomes

At Brent, we want to make sure that our equality monitoring and analysis results in positive outcomes for our colleagues and customers.

Use the table below to record any actions we plan to take to address inequality, barriers or opportunities identified in this analysis.

Action	By when	Lead officer	Desired outcome	Date completed	Actual outcome

Please forward to the Corporate Diversity Team for auditing