

Equality Impact Assessment (EqIA)

The Equality Act 2010 introduced the Public Sector Equality Duty which states that a public authority must, in the exercise of its functions, have due regard to the need to:

1. Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

This document demonstrates how the Council is meeting the Public Sector Equality Duty by setting out the findings of an equality analysis that has been undertaken in relation to a proposed change to assess whether it has a disproportionate impact on people who share a protected characteristic. The Council’s Equality Impact Assessment (EqIA) process covers additional groups not ‘protected’ by section 149 of the Equality Act 2010, including care leavers and care experienced adults.

1. Background

Directorate	Environment, Economy and Infrastructure
Service area	Traffic & transport
Title of the proposed change being assessed i.e. the policy, service or other development	Cheltenham Zone 15 Review

Describe the purpose of the proposed change and the intended outcomes
<p>To review the Cheltenham Zone 15 Parking Scheme following residents’ concerns that the scheme was not meeting their needs so that parking controls are appropriate for the needs and uses of the community.</p> <p>Background</p> <p>In 2023, Gloucestershire County Council (GCC) implemented a new residents parking scheme (Zone 15) in Cheltenham.</p> <p>Zone 15 controls were promoted, consulted upon and implemented to protect the residential areas from shopper, commuter and town centre visitor parking which reduces parking opportunity for residents and their visitors. The controls consist of traditional Controlled Parking Zone (CPZ) type controls and Permit Parking Areas (PPAs) which cover the area of non-resident parking problems and surrounding roads where displaced parking was deemed to be a risk.</p> <p>The controls implemented include:</p> <ul style="list-style-type: none"> • At Any time waiting restrictions to maintain safety and movement of traffic at critical locations such as junctions

- Underlying 7 day a week controls 8am to 8 pm
- Resident and visitor permit bays
- Shared use permit and limited stay – return prohibited / Pay & Display bays

The traffic regulation orders were made with an original operational date of 4 September 2023. Implementation commenced in August 2023 and was finally completed on 1 December 2023 with all controls deemed fully enforceable. The implementation overran significantly resulting in negative press, public complaint and social media criticism regarding the need for controls, the process which agreed the controls, errors and the poor implementation process.

As a result, the then County Council Leader, Mark Hawthorne, gave a commitment to undertake a review of the scheme in Autumn 2023.

The Project Centre Limited were appointed to undertake this independent review of the scheme that commenced in May 2024.

Who is affected by the proposals?

Service users:	Yes/No
Wider community:	Yes/No
Workforce:	Yes/No
Other (please specify):	Residents, businesses, schools & community groups within the Zone 15 area

Decision to be taken and decision maker	<p>Philip Williams, Assistant Director of Traffic and Transport</p> <ol style="list-style-type: none"> 1. To approve Project Centre findings and recommendations following informal consultation 2. To approve implementation of Experimental Traffic Regulation Order (ETRO) 3. Monitor the impact of the traffic order 4. To make traffic order permanent following statutory objection periods <p>Decision maker has consulted key stakeholders eg senior leadership team (SLT), Leader of the Council, Lead Cabinet Member and Local Members</p>
Person(s) responsible for completing this assessment	Peak Yuk Lee (Project Manager) and Andy Burford (Parking Manager)
Date of this assessment	December 2024

2. Information and Data Collection

Summarise how you have collected the information and data required to assess the current situation (section 3.1 below) and the potential or actual impact of the proposed change (section 3.2 below) on those who share the protected characteristics and the additional groups (e.g. survey of services users, running community focus groups, analysing service usage data, engaging with staff networks). The actual information and data should be set out in Appendix 1 (Service Users) and Appendix 2 (GCC staff).

If there are any gaps, include an action in section 4 to fill these. This does not mean that you cannot complete the equality impact assessment, but you need to follow-up the action and revisit as part of the monitoring and review arrangements set out in section 5.

Stakeholders	Engagement and Consultation	Other Sources
Service Users / Wider Community	<ul style="list-style-type: none"> • Public engagement sessions were held at various times and days (to include mornings, afternoons, weekday and weekend) in local community venues <ul style="list-style-type: none"> ○ 2x information gathering sessions (July 2024) ○ 3x drop-in sessions (September 2024) • Informal consultation carried out through a survey during August/September 2024 • Additional meetings and discussions were held to engage with the Residents Against Zone 15 Expansion Facebook group, local councillors and the cricket club 	<ul style="list-style-type: none"> • Site visits were carried out in May 2024 during the information gathering stage and updated heat maps created to understand current parking pressures • Site visit was carried out with Councillor Hay (local councillor) November 2024 • Parking data eg permits, enforcement • Information from the previous 2023 Cheltenham All Saints Parking Review • <u>The county's annual report on parking Highways (gloucestershire.gov.uk)</u> • <u>The Blue Badge Scheme Gloucestershire County Council</u>

	<ul style="list-style-type: none"> • There is a dedicated webpage to update the public 	<ul style="list-style-type: none"> • Disabled Marked Bay and H Marking Highways • Cheltenham Parking Zone 15 Highways (gloucestershire.gov.uk)
Workforce	<ul style="list-style-type: none"> • Parking Team was consulted and took part in the engagement events • Traffic Regulation Order (TRO) Team was consulted. TRO Manager is part of the Project Team • Legal representative also consulted and engaged as part of the planning • Other Highways Teams have also been consulted as there are interdependencies with other programmes and works eg structural maintenance, electric vehicle charging points (EVCP) 	
Partners	<ul style="list-style-type: none"> • Enforcement Team (NSL) consulted and took part in the engagement events 	
Other		<ul style="list-style-type: none"> • Equality information and analysis Gloucestershire County Council • Collision and camera map Highways

3. Equality Assessment

Indicate the impact on each group and explain how you have reached your conclusions (i.e. through analysis of the information and data that was collected through the engagement, consultation and other sources / methods that were set out in section 2).

Consider sub-categories (e.g. different kinds of disabilities) and how the groups are interconnected (e.g. young women) resulting in particular needs or types of disadvantage and discrimination (sometimes known as intersectional or combined discrimination).

3.1 – Status Quo

If the proposal involves changing an existing activity (e.g. policy, service), summarise the key findings from your assessment of the current situation for each of the groups below. If the proposal is completely new, then move straight to section 3.2.

3.2 – The Proposed Change

Summarise your assessment of the likely or actual impact of the proposed change on each of the groups. If an action is required, this should be recorded in Section 4.

During the information gathering stage, two community drop-in sessions to gather current feedback from the community and provide an opportunity for individuals to feed into the concept designs were held. 231 people attended the sessions held on, Thursday 18, July: Cheltenham Cricket Club 4pm-7pm and Saturday 25, July: All Saints Church 11am-3pm.

During the informal consultation period, three face to face community drop in events were held at the Cheltenham Cricket Club (Wednesday, 11 September 4:00-7:00pm and Thursday, 19 September 4:00-7:00pm) and All Saints Church (Saturday, 14 September 11:00-3:00pm). 212 people attended. These provided opportunities for the community to speak with the project team and have any questions answered about the proposed changes.

Importantly, feedback wasn't being directly captured at the tables during these discussions. Participants were encouraged to submit all feedback via the official channel and complete the online survey. To ensure accessibility requirements were met, paper copies of

the survey with prepaid return envelopes, were made available for people. Staff were also onsite with hand held devices to support individuals to do the online survey at the session if they needed assistance to do so.

649 submissions were received, this includes those submitted via the online platform and hard copy. Of which, a total of 618 responses were considered viable and were analysed once agreed data cleansing rules were applied.

Service Users/ Community

Protected Characteristics / Additional Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Age	Positive				<ul style="list-style-type: none"> • GCC operate a Blue Badge Scheme. These may include elderly customers. • The scheme provides a national range of on-street parking concessions to badge holders. Eg <ul style="list-style-type: none"> ○ Parking without charge or time limit in otherwise restricted on-street parking environments ○ Parking on yellow lines for up to three (3) hours unless a loading ban is in place. • Enforcement of parking restrictions will help to ensure that disabled bays are available for use by Blue Badge holders. • Disabled badge holders who have no alternative parking available may apply for an advisory disabled marked bay eg outside their house. They are granted to people who have mobility difficulties. These may include elderly customers 	N

					<ul style="list-style-type: none"> • Pay and Display parking is also available 	
Disability	Positive				<ul style="list-style-type: none"> • Enforcement of parking restrictions will help to ensure that disabled bays are available for use by Blue Badge holders. • There is a disabled bay outside the dentist and pharmacy. And also in Selkirk Gardens near sheltered housing. There are also a number of advisory disabled bays within the area. • Feedback from residents highlighted concerns about pavement parking bays on Hales Road and cars obstructing pedestrians. Residents also highlighted parking on Upper Park Street obstructing footways. To manage pavement parking GCC's enforcement contractor may issue Penalty Charge Notices for parking outside of a marked parking bay. In Upper Park Street residents were concerned about the loss of parking were GCC to remove pavement parking by changing from a PPA to a CPZ, For this reason the status quo has been maintained. • The council has different ways of payment including online, by telephone and via cheque. 	N

					<ul style="list-style-type: none"> Users may have hidden disabilities. The council has a Penalty Charge Notice Discretionary Policy where officers can take into account mitigating circumstances on a case by case basis.. Blue Badge scheme also covers hidden disabilities 	
Sex		Neutral			<ul style="list-style-type: none"> No negative or positive impact on these groups have been identified at this time 	N
Race						
Gender reassignment						
Pregnancy & maternity		Neutral			<ul style="list-style-type: none"> The proposed changes will mean less spaces in total during restriction operating time but should mean that residents could park outside of their house with a permit. However, this is not guaranteed This could mean that it is harder to find parking spaces. User may have to walk further due to dislocation 	N
Religion and/or belief		Neutral			<ul style="list-style-type: none"> No negative or positive impact on these groups have been identified at this time 	N
Sexual orientation						
Marriage & civil partnership						
Armed Forces community		Neutral			<ul style="list-style-type: none"> GCC operate a Blue Badge Scheme. These may include those injured from service or with hidden disabilities. 	N

					<ul style="list-style-type: none"> The council has a Penalty Charge Notice Discretionary Policy where officers can take into account mitigating circumstances on a case by case basis eg additional discretionary policies for this characteristic due to Armed Forces covenant. 	
Carers	Positive				<ul style="list-style-type: none"> Carers benefit from the Blue Badge Scheme and can apply for advisory disabled marked bays Professional organisations and non-professional carers (for example, family members) are eligible for carer permits, free of charge. However, they are not guaranteed a space 	N
Care leavers / care experienced adults		Neutral			<ul style="list-style-type: none"> No negative or positive impact on these groups have been identified at this time 	N
Digital exclusion		Neutral			<ul style="list-style-type: none"> Paper copies of the informal survey, reports and leaflets were made available at key locations, events and on request via email, phone and face to face Face to face information gathering and drop in sessions were held at local venues. Project Centre members were available to help those complete surveys using hand held devices, give information and answer questions 	N

					<ul style="list-style-type: none"> MI Permit allows users to use the telephone if they have no access to digital devices or the internet 	
Geography, for example, urban and rural areas		Neutral			<ul style="list-style-type: none"> Proposed changes aimed to apply restrictions to suit the geography and demographic of each zone recognising the different needs of inner part close to town and the suburban outer part 	N
Socio-economic disadvantage			Negative		<ul style="list-style-type: none"> The council has a Penalty Charge Notice Discretionary Policy where officers can take into account mitigating circumstances on a case by case basis eg for vulnerable users The cost of different permits is the same for all users however the council offers monthly payment options to reduce the initial outlay. Some residents may not have a car. Others will benefit from having drive, and/or have multiple cars in their household, or are more likely to afford lower emission vehicles which are offered discounts in permits. 	N

Vulnerable groups of society		Neutral			<ul style="list-style-type: none"> • Enforcement of parking restrictions helps ensure that disabled bays are available for use by Blue Badge holders, this may include elderly customers. • The council enables a number of different methods to pay for Penalty Charge Notices (PCNs) and other council debt, including online, by telephone and via cheque. • Only after internal legal processes have been exhausted would any social care or commercial debt be passed to enforcements agents. These internal reviews would identify any debtor vulnerability or those who may have protected characteristics. • The tender specification will contain detailed requirements in relation to managing debt collection from individuals who are identified as vulnerable. Several quality questions will focus on vulnerability, protected characteristics, compliance, policy and procedures to ensure that those identified as having vulnerability or protected characteristics, compliance, policy and procedures to ensure that those identified as having vulnerability or protected characteristics are managed in 	N
------------------------------	--	---------	--	--	--	---

					<p>an appropriate way to avoid any disproportionate impact.</p> <ul style="list-style-type: none"> The enforcement agents will be required to have a policy or procedure in place for dealing with a situation that involves a vulnerable individual. Contract management and analysis of complaints and any other data available will be used to review, on an on going basis, any disproportionate impact caused to vulnerable debtors by enforcements agents. The council has a Penalty Charge Notice Discretionary Policy where officers can take into account mitigating circumstances on a case by case basis. 	
Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?

Gloucestershire County Council Staff

Protected Characteristics / Additional Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Age		Neutral			<ul style="list-style-type: none"> No negative or positive impact on these groups have been identified at this time There are staff members with protected characteristics eg race, disability and carer, However, they should not experience any adverse impact from the changes The enforcement team NSL wear body cams and trackers. Any issues can be pursued if required and raised with the police. NSL also have mental health training and can administer support. 	N
Disability						
Sex						
Race						
Gender reassignment						
Pregnancy & maternity						
Religion and/or belief						
Sexual orientation						
Marriage & civil partnership						
Armed Forces community		Neutral			<ul style="list-style-type: none"> No negative or positive impact on these groups have been identified at this time 	N
Carers						
Care leavers / care experienced adults						
Digital exclusion						

Geography, for example, urban and rural areas						
Socio-economic disadvantage						
Vulnerable groups of society						
Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?

4. Action Plan

Set out the key actions that will be undertaken, following the equality assessment in section 3, to further maximise the positive impact or mitigate the negative impact of the proposal on the protected characteristics and additional groups prior to implementation (any negative consequences should be eliminated, minimised or counter-balanced by other measures):

Identified Potential or Actual Impact	Recommended Action(s)	Owner	Target Completion Date
<ul style="list-style-type: none"> Negative or potentially negative impact highlighted eg by the informal and statutory consultations, complaints 	<ol style="list-style-type: none"> Consider and adjust concept designs Review and update EQIA Case by case review <ol style="list-style-type: none"> Monitor number of equality concerns/objections/requests 	Andrew Burford	July 2025
<ul style="list-style-type: none"> Increased requests for advisory disabled marked bays and Blue Badges 	<ol style="list-style-type: none"> Case by case review Monitor number of requests 	Andrew Burford	July 2025
<ul style="list-style-type: none"> Review EIA following the end of the statutory objection period/s for ETRO 	<ol style="list-style-type: none"> Review objections for any equality impacts 	Andrew Burford	July 2025

5. Monitoring and Review

Public bodies must have regard to the aims of the duty not only when a policy, service or development is being created and decided upon, but also when it is implemented and at regular intervals thereafter. The Equality Duty is a continuing duty.

Lead officer(s):	Andy Burford, Parking Manager
------------------	-------------------------------

Part 1 – Initial arrangements (up to around six months following implementation)

Date of the post implementation review:	July 2025, unless immediate severe impact
<p>Approach to <u>measuring the impact</u> of the change to enable a <u>comparison</u> between the <u>anticipated impact</u> (as set out in section 3) with the <u>actual impact</u>:</p> <ul style="list-style-type: none"> ▪ What mechanisms will be used? ▪ How will service users / the wider community / GCC staff and other stakeholders be involved? 	<p>Monitor and review objections and feedback</p> <p>Monitor roads removed from scheme eg Eldon Rd</p> <p>Review after 6 months PCNs & reasons for PCNs.</p> <p>Monitor complaints & reports – Parking in box, corporate complaints team, reports from NSL & other contractors & teams</p> <p>Requests for disability bays – case by case</p>

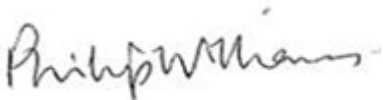
Part 2 – Ongoing arrangements (from around six months onwards)

Frequency of monitoring and review:	Ongoing as part of business as usual
What mechanisms will be used?	Feedback, complaints, reports from civil enforcement officers and police

<p>How will service users / the wider community / GCC staff and other stakeholders be involved?</p>	<p>Local members, lead cabinet member and senior officers kept briefed on significant feedback from service users including issues identified through ongoing monitoring. This provides local members, GCC Communications and GCC Parking teams with opportunities to relay any important messages to their constituents and service users.</p>
---	---

6. Approval

<p>Signature of Senior Officer</p>	
<p>Name of Senior Officer</p>	<p>Andy Burford, Parking Contract Manager</p>
<p>Date</p>	<p>20/12/24</p>

<p>Signature of Decision Maker</p>	
<p>Name of Decision Maker</p>	<p>Philip Williams, Assistant Director of Traffic & Transport</p>
<p>Date</p>	<p>4/2/2025</p>

Appendix 1 – Service User Data and Information (Source – Data and Analysis Team, 3/10/2024)

Details of service users affected by the proposed activity: **[NB Ensure you follow the data suppression guidance in the annotated version of the EqIA to reduce the risk of inadvertently disclosing personal data and therefore breaching GDPR]**

Groups	Service User Data and Information				
Age					
	Area/Source	Pop 0-19	Pop 20-64	Pop 65+	TOTALS
	Chelt PZ15/16	1068	4567	1128	6763
	Chelt PZ15/16 %	15.8	67.5	16.7	100.0
	Cheltenham	26,258	69,909	23,418	119,585
	Cheltenham %	22.0	58.5	19.6	100.0
	Gloucestershire	142,478	367,150	143,038	652,666
	Gloucestershire %	21.8	56.3	21.9	100.0
	England	13,206,749	33,276,038	10,629,755	57,112,542
	England %	23.1	58.3	18.6	100.0
	<p>Cheltenham Parking Zone 15/16 (CheltPZ15-16) has a lower proportion of 0-19 year olds and a lower proportion of people aged 65+ when compared to the borough, county and nation. An increase in people aged 65 and over in Gloucestershire is expected to continue at a higher rate than the rest of England. The working age population (those aged 20-64), which makes up over two-thirds of the total population for CheltPZ15-16, is expected to rise at a lower rate than the national trend for this group. (Source: ONS Mid-Year Estimates 2022)</p>				

	Area/Source	Disabled under the Equality Act	Total Measured
Disability	Chelt PZ15/16	903	6759
	<i>Chelt PZ15/16 %</i>	<i>13.4</i>	-
	Cheltenham	18,948	-
	<i>Cheltenham %</i>	<i>15.9</i>	-
	Gloucestershire	108,379	-
	<i>Gloucestershire %</i>	<i>16.8</i>	-
	England	9,774,510	-
	<i>England %</i>	<i>17.3</i>	-
13.4% of CheltPZ15-16 area were classified as Disabled under the Equality Act. This is a lower rate than the wider Cheltenham Borough area, Gloucestershire and England. (Source: Census 2021).			
	Area/Source	Male	Female
Sex	Chelt PZ15/16	3392	3371
	<i>Chelt PZ15/16 %</i>	<i>50.2</i>	<i>49.8</i>
	Cheltenham	58,501	61,084
	<i>Cheltenham %</i>	<i>48.9</i>	<i>51.1</i>
	Gloucestershire	319,008	333,658
	<i>Gloucestershire %</i>	<i>48.9</i>	<i>51.1</i>
	England	27,986,032	29,126,510
	<i>England %</i>	<i>49.0</i>	<i>51.0</i>

There is a slightly higher proportion of male population in the CheltPZ15-16 area of 50.2% with 49.8% identify as female. In Cheltenham, Gloucestershire and England there is a slightly higher female population. (Source: Mid-Year Population estimates 2022 Office for National Statistics)

Race

Area/Source	White	Non-White	Total Measured
Chelt PZ15/16	6212	543	6755
Chelt PZ15/16 %	92.0	8.0	-
Cheltenham	108,559	10,277	-
Cheltenham %	91.4	8.6	-
Gloucestershire	600,314	44,765	-
Gloucestershire %	93.1	6.9	-
England	45,783,401	10,706,647	-
England %	81	19	-

In CheltPZ15-16, the non-white population make up 8% of the total population. This is slightly lower than Cheltenham Borough and a higher proportion than the non-white population in Gloucestershire at 6.9%. It is considerably lower than the proportion of non-white population in England which is at 19%. (Source: Census 2021)

Area/Source	Gender identity different from sex registered at birth but no specific identity given	Trans woman	Trans man	All other gender identities	Not answered
	MSOA-2021: E02004607 **	14	12	19	28
MSOA-2021: E02004607 % **	0.2	0.1	0.2	0.3	5.6
Cheltenham	134	92	91	203	5,126
Cheltenham %	0.1	0.1	0.1	0.2	5.2
Gloucestershire	776	423	380	584	27,682
Gloucestershire %	0.1	0.1	0.1	0.1	5.2
England	113,760	45,684	46,513	45,886	2,752,783
England %	0.2	0.1	0.1	0.1	6

** Where data for each individual COA that makes up the CheltPZ15-16 total is NOT available due to small numbers, the best fit Lower Layer Super Output Areas or the Middle Layer Super Output Area is used. Maps are available on the map tabs to show the difference between the parking zones and the best fit LSOAs/MSOA.

The low percentage totals for CheltPZ15-16** compared with the larger areas show similar proportions for each subset of Gender reassignment. (Source: Census 2021)

Pregnancy & maternity		Live Births and General Fertility Rate
	Area/Source	Rate
	LSOA Best Fit Total	73
	<i>LSOA Best Fit Total %</i>	<i>44.2</i>
	Cheltenham	1,059
	<i>Cheltenham %</i>	<i>45.2</i>
	Gloucestershire	5,834
	<i>Gloucestershire %</i>	<i>51.2</i>
	England	577,046
	<i>England %</i>	<i>51.9</i>
<p>** Where data for each individual COA that makes up the CheltPZ15-16 total is NOT available due to small numbers, the best fit Lower Layer Super Output Areas or the Middle Layer Super Output Area is used. Maps are available on the map tabs to show the difference between the parking zones and the best fit LSOAs/MSOA.</p> <p>There were 73 live births in 2022 in CheltPZ15-16**. The general fertility rate for CheltPZ15-16** is at 44.2 births per 1,000 of the population of females aged 15-44. This rate is similar to the Cheltenham borough rate but is lower than the county and national rate. (Source: Live births in England and Wales for small geographic areas – NOMIS and Mid-Year Population Estimates 2022 Office for National Statistics)</p>		

Religion and/or belief	Area/Source	Buddhist	Christian	Does not apply	Hindu	Jewish	Muslim	No religion	Not answered	Other religion	Sikh	TOTAL ANS
		Chelt PZ15/16	47	2812	0	54	10	79	3233	469	40	11
	Chelt PZ15/16 %	0.7	41.6	0.0	0.8	0.1	1.2	47.9	6.9	0.6	0.2	100.0
	Cheltenham	559	54073	0	1192	198	1744	52733	7536	619	181	118835
	Cheltenham %	0.5	45.5	0.0	1.0	0.2	1.5	44.4	6.3	0.5	0.2	100.0
	Gloucestershire	2383	317610	0	3777	688	9347	266959	40042	3511	761	645078
	Gloucestershire %	0.4	49.2	0.0	0.6	0.1	1.4	41.4	6.2	0.5	0.1	100.0
	England	262433	26167899	0	1020533	269283	3801186	20715664	3400548	332410	520092	56490048
	England %	0.5	46.3	0.0	1.8	0.5	6.7	36.7	6.0	0.6	0.9	100.0

Almost half of the population of CheltPZ15-16 stated “No religion” – 47.9%. This is a higher proportion than what has been recorded in the wider borough, county and nation. There are also lower proportions of those who identify as Christian or Muslim in CheltPZ15-16 compared to the larger areas. (Source: Census 2021)

Sexual orientation

Area/Source	Straight or Heterosexual	Gay or Lesbian	Bisexual	All other sexual orientations	Not answered
MSOA-2021: E02004607 **	7388	209	222	48	569
<i>MSOA-2021: E02004607 % **</i>	<i>87.6</i>	<i>2.5</i>	<i>2.6</i>	<i>0.6</i>	<i>6.7</i>
Cheltenham	87,790	1,581	1,812	443	6,810
<i>Cheltenham %</i>	<i>89.2</i>	<i>1.6</i>	<i>1.8</i>	<i>0.5</i>	<i>6.9</i>
Gloucestershire	481,191	6,814	6,432	1,660	36,188
<i>Gloucestershire %</i>	<i>90.4</i>	<i>1.3</i>	<i>1.2</i>	<i>0.3</i>	<i>6.8</i>
England	41,114,478	709,704	591,690	158,357	3,432,728
<i>England %</i>	<i>89.4</i>	<i>1.5</i>	<i>1.3</i>	<i>0.3</i>	<i>7.5</i>

** Where data for each individual COA that makes up the CheltPZ15-16 total is NOT available due to small numbers, the best fit Lower Layer Super Output Areas or the Middle Layer Super Output Area is used. Maps are available on the map tabs to show the difference between the parking zones and the best fit LSOAs/MSOA.

There are higher proportions for Gay/Lesbian (2.5%) and Bisexual (2.6%) in CheltPZ15-16** when compared to the Cheltenham borough, county and national rates.

Area/Source	Single: Never married and never registered a civil partnership	Married	In a registered civil partnership	Separated, but still legally married or still legally in a civil partnership	Divorced or formerly in a civil partnership which is now legally dissolved	Widowed or surviving partner from a civil partnership	Total (does not include "Does not Apply")
	Chelt PZ15/16	2808	2130	11	113	606	253
<i>Chelt PZ15/16 %</i>	<i>47.4</i>	<i>36.0</i>	<i>0.2</i>	<i>1.9</i>	<i>10.2</i>	<i>4.3</i>	-
Cheltenham	38,890	41,965	200	1,826	9,428	6,127	-
<i>Cheltenham %</i>	<i>39.5</i>	<i>42.6</i>	<i>0.2</i>	<i>1.9</i>	<i>9.6</i>	<i>6.2</i>	-
Gloucestershire	178,988	254,486	1,031	10,679	52,575	34,523	-
<i>Gloucestershire %</i>	<i>33.6</i>	<i>47.8</i>	<i>0.2</i>	<i>2</i>	<i>9.9</i>	<i>6.5</i>	-
England	17,450,122	20,464,074	97,568	1,033,518	4,171,639	2,790,036	-
<i>England %</i>	<i>37.9</i>	<i>44.5</i>	<i>0.2</i>	<i>2.2</i>	<i>9.1</i>	<i>6.1</i>	-

A lower proportion of people in CheltPZ15-16 are married when compared against borough, county and national rates and also a higher proportion of Single (never married) in the CheltPZ15-16 area. (Source: Census 2021)

	Area/Source	Previously served in UK regular armed forces	Previously served in UK reserve armed forces	Previously served in both regular and reserve UK armed forces
Armed Forces community	MSOA-2021: E02004607 **	241	83	10
	<i>MSOA-2021: E02004607 % **</i>	2.9	1	0.1
	Cheltenham	3,380	818	203
	<i>Cheltenham %</i>	3.4	0.8	0.2
	Gloucestershire	21,818	4,405	1,195
	<i>Gloucestershire %</i>	4.1	0.8	0.2
	England	1,325,353	338,520	73,908
	<i>England %</i>	2.9	0.7	0.2
	<p>** Where data for each individual COA that makes up the CheltPZ15-16 total is NOT available due to small numbers, the best fit Lower Layer Super Output Areas or the Middle Layer Super Output Area is used. Maps are available on the map tabs to show the difference between the parking zones and the best fit LSOAs/MSOA.</p> <p>The proportion of people who have previously served in the UK regular armed forces in CheltPZ15-16** is the same rate as England (2.9%) but is lower than the Cheltenham and Gloucestershire rates. (Source: Census 2021)</p>			

Carers		
	Area/Source	Unpaid Care
	Chelt PZ15/16	-
	Chelt PZ15/16 %	6.6
	Cheltenham	-
	Cheltenham %	7.4
	Gloucestershire	-
	Gloucestershire %	8.5
	England	-
	England %	8.8
	There is lower proportion of residents in CheltPZ15-16 that provide unpaid care (6.6%) when compared to Cheltenham, Gloucestershire and England rates. (Source: Census 2021)	
Care leavers / care experienced adults	Information relating to the number of care leavers and care experienced adults in Gloucestershire is limited. In 2022, there were 314 care leavers in Gloucestershire between the age of 18 and 21. It is not possible to report the number living specifically within CheltPZ15-16. Further, this information only reports the number of care leavers and cannot account for those who have subsequently left the county or moved into the county from elsewhere. (Source: Inform Gloucestershire)	
Digital exclusion	In 2020, across Gloucestershire, 32,000 people aged 16+ had not used the internet in the last 3 months or had never used the internet. This equates to 5.9% of the 16+ population, lower than the average of 6.6% in the South West and the UK average of 7.8%. In Gloucestershire, digital exclusion has been falling year on year, from 10% of the population in 2014, to 5.9% in 2020. This indicates that digital exclusion is likely to have reduced further since data was last collect by the ONS in 2020. (Source: Inform Gloucestershire)	

<p>Geography, for example, urban and rural areas</p>	<table border="1" data-bbox="456 204 902 730"> <thead> <tr> <th data-bbox="456 204 734 405">Area/Source</th> <th data-bbox="734 204 902 405">RUC 2011</th> </tr> </thead> <tbody> <tr> <td data-bbox="456 405 734 448">Chelt PZ15/16</td> <td data-bbox="734 405 902 448">-</td> </tr> <tr> <td data-bbox="456 448 734 491">Chelt PZ15/16 %</td> <td data-bbox="734 448 902 491">0% rural</td> </tr> <tr> <td data-bbox="456 491 734 534">Cheltenham</td> <td data-bbox="734 491 902 534">-</td> </tr> <tr> <td data-bbox="456 534 734 577">Cheltenham %</td> <td data-bbox="734 534 902 577">0.3% rural</td> </tr> <tr> <td data-bbox="456 577 734 620">Gloucestershire</td> <td data-bbox="734 577 902 620">-</td> </tr> <tr> <td data-bbox="456 620 734 663">Gloucestershire %</td> <td data-bbox="734 620 902 663">42.3% rural</td> </tr> <tr> <td data-bbox="456 663 734 707">England</td> <td data-bbox="734 663 902 707">-</td> </tr> <tr> <td data-bbox="456 707 734 730">England %</td> <td data-bbox="734 707 902 730">-</td> </tr> </tbody> </table> <p data-bbox="456 730 1055 767">There are no rural areas in CheltPZ15-16.</p>	Area/Source	RUC 2011	Chelt PZ15/16	-	Chelt PZ15/16 %	0% rural	Cheltenham	-	Cheltenham %	0.3% rural	Gloucestershire	-	Gloucestershire %	42.3% rural	England	-	England %	-
Area/Source	RUC 2011																		
Chelt PZ15/16	-																		
Chelt PZ15/16 %	0% rural																		
Cheltenham	-																		
Cheltenham %	0.3% rural																		
Gloucestershire	-																		
Gloucestershire %	42.3% rural																		
England	-																		
England %	-																		
<p>Socio-economic disadvantage</p>	<p>The Lower Super Output Areas (LSOAs) that make up CheltPZ15-16 have low deprivation ranks compared to other areas nationally. Out of the four LSOAs that make up this area, two LSOAs are in the lowest national deprivation quintile, one area is in the second lowest deprivation quintile and the other area is in the middle quartile of deprivation. (Source: Indices of Deprivation 2019)</p>																		
<p>Vulnerable groups of society</p>	<p>Not req'd</p>																		

Appendix 2 – Gloucestershire County Council Staff Data and Information

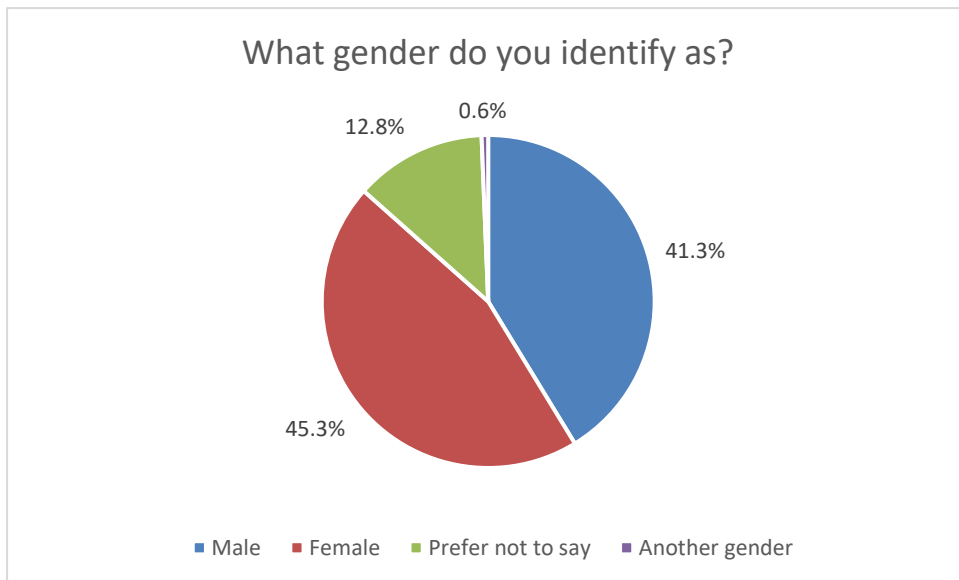
Details of GCC staff affected by the proposed activity: **[NB Ensure you follow the data suppression guidance in the annotated version of the EqIA to reduce the risk of inadvertently disclosing personal data and therefore breaching GDPR]**

The changes mainly impact the GCC Parking Team

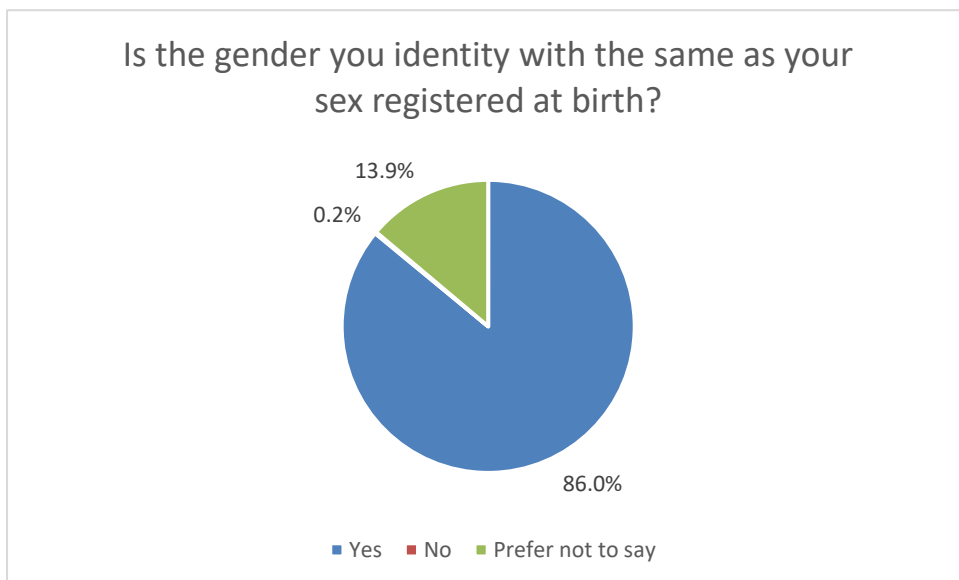
Groups	GCC Workforce Data and Information
Age	None of the GCC staff in these protected groups are affected by this proposal
Disability	
Sex	
Race	
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion and/or belief	
Sexual orientation	
Armed Forces community	
Carers	
Care leavers / care experienced adults	
Digital exclusion	

Geography, for example, urban and rural areas	
Socio-economic disadvantage	
Vulnerable groups of society	

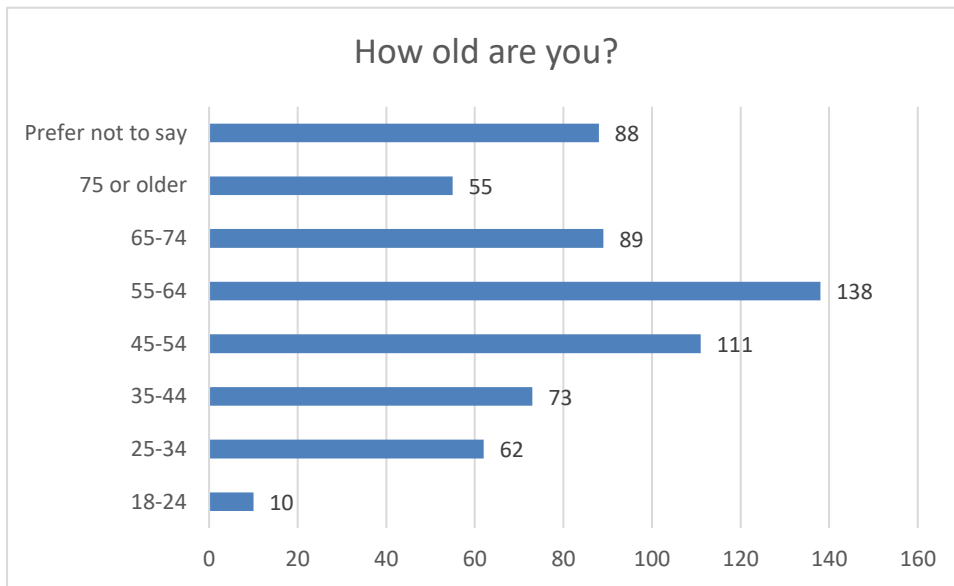
Appendix 3 – Informal Consultation Survey, Equalities Data (Source – Project Centre Limited, 10/2/25)



What gender do you identify as?	
Male	258
Female	283
Prefer not to say	80
Another gender	4

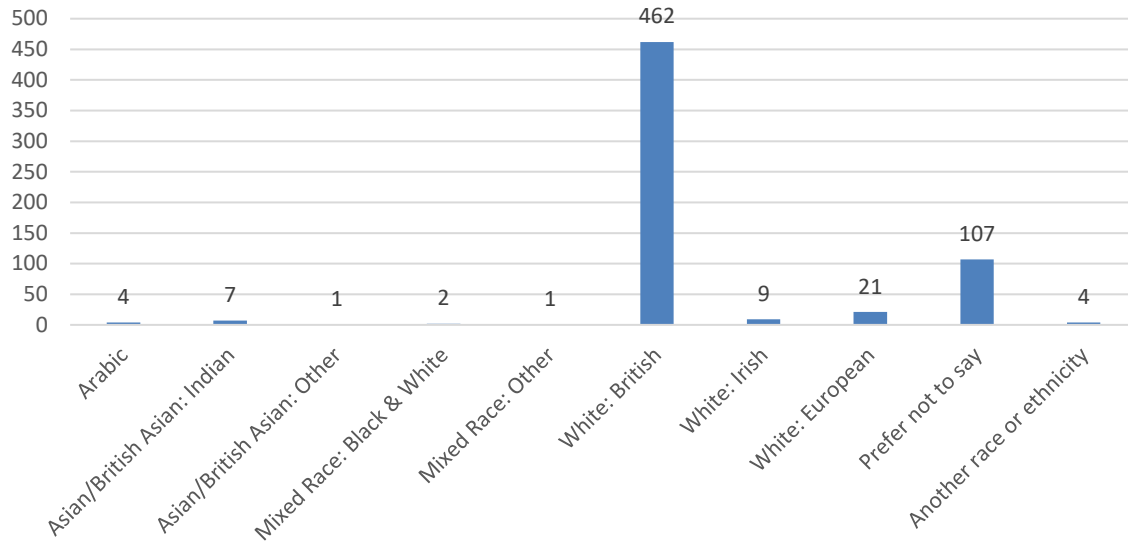


Is the gender you identify with the same as your sex registered at birth?	
Yes	533
No	1
Prefer not to say	86



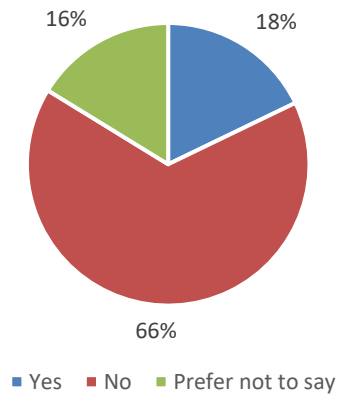
How old are you?	
16-17	0
18-24	10
25-34	62
35-44	73
45-54	111
55-64	138
65-74	89
75 or older	55
Prefer not to say	88

Which race or ethnicity best describes you?



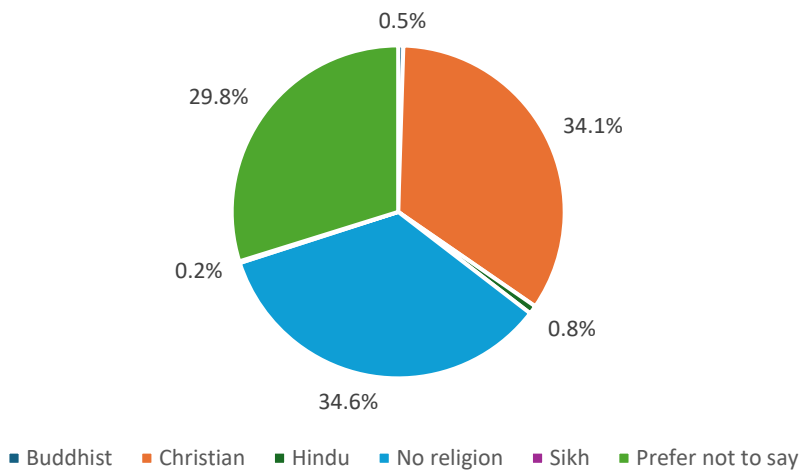
Which race or ethnicity best describes you?	
Arabic	4
Asian/British Asian: Indian	7
Asian/British Asian: Other	1
Mixed Race: Black & White	2
Mixed Race: Other	1
White: British	462
White: Irish	9
White: European	21
Prefer not to say	107
Another race or ethnicity	4

Do you have a disability, long-term illness, or health condition?



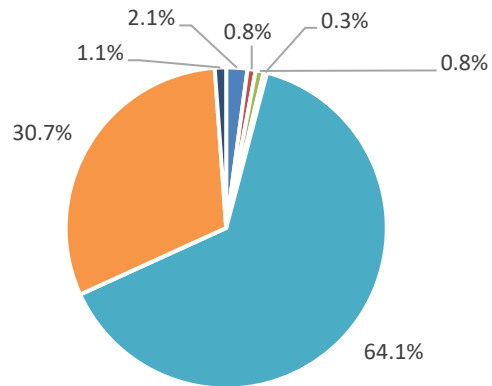
Do you have a disability, long-term illness, or health condition?	
Yes	111
No	410
Prefer not to say	101

What do you consider your religion to be?



What do you consider your religion to be?	
Buddhist	3
Christian	206
Hindu	5
No religion	209
Sikh	1
Prefer not to say	180

Which of the following terms best describes your sexual orientation?



- Asexual
- Bisexual
- Gay man
- Gay woman or lesbian
- Heterosexual or straight
- Prefer not to say
- Other

Which of the following terms best describes your sexual orientation?	
Asexual	13
Bisexual	5
Gay man	5
Gay woman or lesbian	2
Heterosexual or straight	391
Prefer not to say	187
Other	7