

Equality Impact Assessment: Conversation Screening Tool

[Use this form to prompt an EIA conversation and capture the discussion. This completed form or if needed, a full EIA report (form 3) will be published as part of the decision-making process ***Please delete prompts before publishing**]

The Council is legally required by the Equality Act 2010 to evidence how it has considered its equality duties in its decision-making process.

The Council must have due regard to the need to -

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to -

- (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
- (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

A link to the full text of [s149 of the Equality Act 2010](#) which must be considered when making decisions.

1	What is being reviewed?	Introduction of Moving Traffic Enforcement as a new function within Parking Services, including the use of camera enforcement at appropriate locations to improve compliance with existing traffic restrictions.
2	What changes are being made?	The proposal introduces civil enforcement of moving traffic restrictions under Part 6 of the Traffic Management Act 2004. This includes procurement of compliant camera technology, development of policies and procedures, site-by-site assessment, public engagement, and operational processes for issuing and managing Penalty Charge Notices.
3	Service Unit:	Parking Services
4	Participants in the conversation:	Zak Cusens, Helen Taverner, Susan Dias
5	Conversation date/s:	March 2026
6	Do you know your current or potential client base? Who are the key stakeholders?	The client base includes all road users travelling through the BCP area, particularly motorists, motorcyclists, cyclists, pedestrians, bus passengers, taxi users, residents, visitors, businesses, schools, carers, emergency services and public transport operators. Key stakeholders include Parking Services, Transport/Highways, elected members, Dorset Police, local communities, disability groups, businesses and statutory consultees.

7	Do different groups have different needs or experiences? age (young/old), disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, members of the armed forces community, any other factors/groups e.g. socioeconomic status, carers, human rights.	Different groups may experience the change in different ways. Disabled people, older people, children, carers and people with sensory impairments may benefit from safer crossings, clearer junctions, better compliance with restrictions and more reliable bus journeys. People on lower incomes could be more affected by a penalty charge if they contravene a restriction, although the scheme enforces existing legal requirements rather than introducing new restrictions. Some users may need accessible communications and clear on-street signing to understand any enforcement arrangements. No direct adverse impact has been identified for any protected characteristic, but there is potential for differential impact linked to disability, age, pregnancy and maternity, carers, and socioeconomic status, so these factors should be considered in implementation and monitoring.
8	Will this change affect any service users?	Yes. The change affects service users who drive through locations where moving traffic restrictions are already in place, and it also affects other road users who may experience safer streets, reduced congestion and improved public transport reliability.

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10	What are the benefits or positive equality impacts of the change on current or potential users?	Potential positive impacts include improved road safety, reduced conflict between vehicles and vulnerable road users, clearer access arrangements, better junction operation, improved bus reliability and a more predictable highway environment. These benefits may be particularly important for disabled people, older people, children, carers, pedestrians, cyclists and those who rely on public transport.
11	What are the negative impacts of the change on current or potential users?	Potential negative impacts include a disproportionate financial effect on people who receive a penalty charge, including some lower-income households. There is also a risk of disadvantage if signing, communications or the layout of a location are unclear, particularly for disabled people, older people, visitors and those unfamiliar with the area. Without careful implementation, some groups may perceive enforcement as punitive.
12	Will the change affect employees?	Yes. The change is expected to increase operational activity within Parking Services, particularly in relation to reviewing evidence, handling correspondence, representations and appeals. Additional staffing may be required as the function develops.
13	Will the change affect the wider community?	Yes. The wider community may benefit from safer roads, improved compliance with traffic restrictions, reduced congestion and better bus journey reliability. There may also be concerns from some residents or businesses if enforcement is perceived as revenue-driven, so clear communication about the purpose and benefits of enforcement will be important.
14	What mitigating actions are planned or already in place for those negatively affected by this change?	Mitigating actions should include site-by-site assessment before enforcement, ensuring traffic signs and road markings are lawful, clear and in good condition, making reasonable engineering or signing improvements where needed, and carrying out public engagement before enforcement begins. Communications should be accessible and use a range of

		channels. Ongoing monitoring should review contravention levels, representations, complaints and any emerging equality issues so adjustments can be made where necessary.
15	Summary of Equality Implications:	The proposal is not considered to create a direct adverse impact on any protected characteristic because it relates to enforcement of existing traffic restrictions that already apply to all road users. However, there is potential for differential impact, particularly in relation to disability, age, carers, pregnancy and maternity, and socioeconomic status if signage or communications are unclear or where a financial penalty is incurred. The scheme also has the potential for positive equality impacts through improved road safety, reduced conflict at problem locations, better access and more reliable public transport. On balance, the equality implications are manageable provided implementation is proportionate, evidence-led, accessible and kept under review.