



**North
Northamptonshire
Council**

Equality Screening Assessment (ESA)

This form must be completed to evidence what impact the proposal may have on protected groups within our community and/or workforce. Please complete with reference to the [Guidance Notes](#).

1: Proposal

Requirement	Details
Title of proposal:	Car Parking Strategy
Type of proposal: • new or change of policy, • new or change to service.	New Strategy
What is the objective of this proposal?	1. To reduce congestion in key areas, particularly town centres, by encouraging turnover and efficient use of spaces. 2. Promote modal shift into healthier and sustainable travel, such as walking and cycling. Also, by making greener journeys such as e bikes or e scooters. 3. To introduce a consistent Traffic Regulation Order (TRO). This will ensure that there is clarity and fairness for all users. 4. To utilise Automatic Number Plate Recognition (ANPR), mobile payment and cashless technologies to enhance enforcement and user experience.

Requirement	Details
	5. To support North Northamptonshire's environmental goals, including achieving net-zero emissions by 2030, and improving air quality. 6. Accessibility: By creating a more efficient and convenient parking experience, the strategy will improve satisfaction among residents, businesses, and visitors. Modern payment systems, clear signage, and the introduction of season tickets or resident permits enhance accessibility and reduce friction for all user groups.
Who will be consultation on this proposal? And when? (List all the groups / communities, including dates)	Portfolio holder-Elected Member Online consultation via Corporate Engagement Team Users via online including any Disability Motoring groups including the Staff Disability Network. The consultation will form part of the regulatory requirement of the TRO amendments. A Equality Impact Assessment (EqiA) will be started at the consultation phase, to reflect the feedback.
Did the consultation highlight any impact on protected groups? (If yes, give details)	
What processes are in place to monitor and review the equality impact of this proposal?	There is a procedure within the Council for complaints, compliments and feedback
Who will approve this proposal? (Committee, PGG, CLT)	Executive

2: Equality Consideration

In turn, consider each protected group and question whether the proposal seeks to:

- Eliminate discrimination,

- Foster good relations,
- Remove barriers,

Protected Groups Look at each group in turn. Will that group be impacted differently by the proposal to other protected groups? How? Why?	General Equality Duty Considerations • Use data to show who is in this group. • Consider how they are impacted by the outcomes and during the process. • Whose perspective does this need looking at from? • Employees • Customers • Contractors	Opportunities • Is there levelling up opportunities for a particular group? • Can you... • remove disadvantage? • improve access/support? • collect more data to be more informed?	Impact • Positive • Neutral • Negative
Age Are different age ranges impacted differently?	Removing cash payments may impact on some people in this group, in particular older demographic who may not have apps or contactless payment methods. Requiring registration number for ticketless parking may impact some, in particular older demographic, as they may be used to ticket machines. Signage to inform people that the machine is ticketless will be prominently displayed. Machines will have a touchscreen rather than a keypad, this may be more challenging for people from an older generation that are not used to using touchscreens.	Retain a smaller number of machines taking cash to allow for cash payments. These will be located nearest to the accessible spaces and entrances to adjoining buildings. Utilisation of Pay Points located within the locale of car parks to provide cash payment option for users. Multiple payment platforms will be available for users across all parking assets. Machines will have clear instructions, prompts available for users. Screens will be large, removing keypads and utilise latest light sensitive technology to ensure adequate display of information. Up to date support will be offered via our website.	Neutral
Sex Is one sex impacted more than another?	There are no known or identified impacts		Neutral

Protected Groups Look at each group in turn. Will that group be impacted differently by the proposal to other protected groups? How? Why?	General Equality Duty Considerations • Use data to show who is in this group. • Consider how they are impacted by the outcomes and during the process. • Whose perspective does this need looking at from? • Employees • Customers • Contractors	Opportunities • Is there levelling up opportunities for a particular group? • Can you... • remove disadvantage? • improve access/support? • collect more data to be more informed?	Impact • Positive • Neutral • Negative
Disability Is one type of disability impacted more than others?	The legislation known as PAS 1899:2022 provides specifications to support the building of an accessible electric vehicle charging infrastructure in the UK Charging all users for parking across all NNC assets may impact this group where blue badge holders currently qualify for free parking. Currently blue badge holders in Corby pay for parking whilst parking is free within Kettering. Introducing a consistent requirement across all assets will provide clarity and assurance to customers. It is anticipated that applying a 2 hour free parking session will increase the turnover use of the accessible parking spaces. This will mean that the availability of accessible spaces should increase, allowing more blue badge holders to benefit from there availability. It is also anticipated that the provision of a 2 hours free parking option for blue badge holders will reduce instances of on street parking, for example on double or single yellow lines. This will reduce risks to motorists and enable secure off street parking within safe car parks.	This will improve accessibility of EV chargers for disabled users by reducing the height of charger's and making bays clearly labelled. The addition of ticketless and contactless payment options, which require the entry of registration details, will improve accessibility. This will enable extensions to stays via mobile payment, removal of requirements to display valid tickets and improved use of payment machines. Up to date support and information will be offered via our website with clear online payment options for users. The strategy will be published on the website and written in accordance to our writing for inclusion guidance to support people with neurodiversity and assistive software. All payment requirements will be updated on our website to enable planning of journeys.	Positive
Gender Reassignment	There are no known or identified impacts		

Protected Groups Look at each group in turn. Will that group be impacted differently by the proposal to other protected groups? How? Why?	General Equality Duty Considerations • Use data to show who is in this group. • Consider how they are impacted by the outcomes and during the process. • Whose perspective does this need looking at from? • Employees • Customers • Contractors	Opportunities • Is there levelling up opportunities for a particular group? • Can you... • remove disadvantage? • improve access/support? • collect more data to be more informed?	Impact • Positive • Neutral • Negative
Will there be an impact on people who are trans?			
Race Are people from one ethnic group affected more than people from another?	Car parking signs are written in plain English, which may not be the first language of some users.	Inclusion of info graphics, plain English and numerical displays will clearly convey car parking tariffs and operation of machines.	positive
Sexual Orientation Are people of one sexual orientation affected differently to people of another sexual orientation?	There are no known or identified impacts		
Marriage & Civil Partnership Note: Applies to employment proposals only.			
Pregnancy & Maternity Are people who are pregnant, or have a baby of 6 months old or younger, impacted by this proposal?	Pregnant mothers or those with breast feeding will be able to benefit from the different payment options available. Parking sessions can be extended via online platforms, removing the need to rush to avoid financial penalty and reduce any stress. The requirement to return to vehicles to display ticket will be removed. This reduces the burden and stress of unnecessary trips across a live car park with infants.		Positive

Protected Groups Look at each group in turn. Will that group be impacted differently by the proposal to other protected groups? How? Why?	General Equality Duty Considerations • Use data to show who is in this group. • Consider how they are impacted by the outcomes and during the process. • Whose perspective does this need looking at from? • Employees • Customers • Contractors	Opportunities • Is there levelling up opportunities for a particular group? • Can you... • remove disadvantage? • improve access/support? • collect more data to be more informed?	Impact • Positive • Neutral • Negative
Religion or Belief Does the proposal impact people differently depending on their religion or belief?	There are no known or identified impacts		
Care Experience Does the proposal impact someone who has been in care differently to someone who has not. Please also refer to the care experience guidance notes .	There are no known or identified impacts		
Health & Wellbeing 1. Health behaviours (E.g. diet, exercise, alcohol, smoking) 2. Support (E.g. community cohesion, rural isolation) 3. Socio economic (E.g. income, education). 4. Environment (E.g. green spaces, fuel poverty, housing standards).	Additional EV chargers will be installed, which will benefit those with EV vehicles who don't have their own charge point. The increase in availability of EV Charge points may also encourage people to buy EV with more charging options available. This will support North Northamptonshire's environmental goals, including achieving net-zero emissions by 2050, and improving air quality. Retention of custom utilising local businesses through increased stay durations. Awareness and understanding of QR code fraud alongside robust measures to detect and prevent impacts. The removal and monitoring of scam payments sites can have a detrimental impact on the financial status of	Promotion of Council car parks to provide EVs. Improved environmental benefits reducing emissions. Promote modal shift into healthier and sustainable travel, such as walking and cycling. Also, by making greener journeys such as e bikes or e scooters. Through the provision of secure storage, reserved spaces and support infrastructure, further provision will be made to users.	Positive

Protected Groups	General Equality Duty Considerations	Opportunities	Impact
Look at each group in turn. Will that group be impacted differently by the proposal to other protected groups? How? Why?	• Use data to show who is in this group. • Consider how they are impacted by the outcomes and during the process. • Whose perspective does this need looking at from? • Employees • Customers • Contractors	• Is there levelling up opportunities for a particular group? • Can you... • remove disadvantage? • improve access/support? • collect more data to be more informed?	• Positive • Neutral • Negative
	the individual and reputation of the organisation, harming trust.		

3: Equality Impact

Question	Response
What impact does the proposal have on the protected groups? No Impact, Positive Impact, Negative Impact or a combination? Any negative impact will result in an overall negative impact.	Whilst the overall impacts are positive, it is recognised that introducing 2 hours free accessible parking where it has previously had no time limit may negatively impact some users. However, it is anticipated, that this time limit will increase the parking turnover for accessible spaces, allowing other blue badge holders to use the spaces as they become available more frequently.
Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found.)	Yes (If yes, this Equality Screening Assessment must be adjoined to the Equality Impact Assessment).
Is this document going to be published with the relevant report? If yes, include link to location.	Yes
Does the associated proposal meet our accessibility requirements? Writing for Inclusion Guidance	Yes

4: Ownership

Question	Response
Directorate	Place and Economy

Question	Response
Service area	Assets and Environment
Lead officer's name	Liam Faulkner
Lead officer's job title	Head of Environment
Lead officer's email address	Liam.faulkner@northnorthants.gov.uk
Lead officer's signature	L Faulkner
Date completed	18/08/2026
Confirm Lead Officer has completed Equality Impact Assessments iLearn Module .	Confirmed

Completed forms must be sent to [NNC Equalities](#)

Equalities Office Only:

Approved by:	Emma Freeman
Date Approved:	29 September 2026
Additional requirements:	To start an Equality Impact Assessment (EqIA)