



**Name of the Officer** completing the evaluation  
Neil Rosser

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**Please give a brief description of the aims of the proposal**

**Withdrawal of the Welsh Governments Parking Permit provision for key workers.**

On 26<sup>th</sup> March 2020, in response to the Covid 19 pandemic, the Welsh Government and British Parking Association instructed all members of the BPA to offer free parking to NHS workers and cancel any PCN's that had been issued to NHS staff since the beginning of the lockdown period both in public and private car parks.

Local Authorities were also given the option to offer this provision to key workers, as defined by the UK Government's guidelines. Although not a requirement, this offer was encouraged by the Welsh Government. MCC decided to support local businesses that remained operational throughout the Pandemic by offering them free parking as with NHS and Care Workers.

Now that non-essential shops are reopening across the country we are receiving a number of queries asking why key workers are still receiving the provision of free parking when staff of non-essential businesses that are now permitted to open have to pay for parking. The permit arrangements have therefore been reviewed and the following change is proposed:

1) Parking pass scheme for NHS and health and social care staff and NHS COVID 19 volunteers (critical care workers):

We propose to leave this scheme running without any changes.

	<p>2) Permits for key workers</p> <p>We propose to inform permit holders on w/c 10th May that this scheme will be ending on 18th June. We will continue to issue new permits between now and then to eligible people, but will advise of the scheme end date.</p>
<p><b>Name of Service area</b></p> <p>Placemaking, Regeneration, Highways and Flooding</p>	<p><b>Date 11<sup>th</sup> May 2021</b></p>

**1. Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	<p>There is a large workforce of younger people working in non-essential retail and hospitality businesses that are now re-opening. These people are often on low incomes, may have been furloughed on reduced income for several months, but would have to pay for parking as they are not eligible for a permit.</p> <p>Conversely others working in essential retail or other key worker roles have not had a period of reduced income and are receiving free parking. The proposed change would arguably make things more equitable.</p>	Those in key worker roles, who may also be on low incomes, would no longer benefit from free parking.	n/a
Disability	No impact on blue badge holders, who will continue to be able to park for free in any Council car parking space.	No Impact	n/a
Gender reassignment	None	None	n/a
Marriage or civil partnership	None	None	n/a

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Pregnancy or maternity	None	None	n/a
Race	None	None	n/a
Religion or Belief	None	None	n/a
Sex	<p>There is a large female workforce in non-essential retail and hospitality businesses that are now re-opening. These women are often on low incomes and may be more likely than males to be working part time hours, may have been furloughed on reduced income for several months, but would have to pay for parking as they are not eligible for a permit. Conversely others working in essential retail or other key worker roles, many of which are health and caring roles which are proportionately more likely to be roles filled by women, have not had a period of reduced income and are receiving free parking. The proposed change would arguably make things more equitable.</p>	None	n/a
Sexual Orientation	None	None	n/a

## The Socio-economic Duty and Social Justice

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions This duty aligns with our commitment as an authority to Social Justice.

	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
<p><b>Socio-economic Duty and Social Justice</b></p>	<p>Those businesses that have been forced to close due to the Covid 19 pandemic and have had to furlough staff would no longer be disadvantaged in comparison to the businesses that have been permitted to remain open and have not had to furlough their employees.</p> <p>If the key workers permit provision were to continue then employees who have earned a lesser wage through furlough payments as opposed to their regular income would be being made to pay for their parking whilst those that have been earning a full wage throughout would continue to receive this provision. Withdrawing the Welsh Government Permit for Key Workers would mitigate any inequality toward the non-essential businesses and their staff.</p>	<p>Key Workers that have contributed to keeping the economy going throughout the pandemic will lose their offer of free parking throughout the County.</p> <p>NHS and care workers will continue to benefit from the offer of free parking for the time being and this may seem to be disadvantaging both key worker and general worker groups.</p> <p>We are reliant on business managers to make their employees aware that the scheme is ending. Key Workers that do not have the end date for the provision fed through to them by their manager will receive PCN's for parking whilst failing to pay and display.</p>	<p>At the time of application for the Welsh Government Permit all businesses were informed, via their dedicated managers, that the Permit Scheme would have an end date.</p> <p>All applicants were informed that, at the time the permit will be withdrawn, that they will receive communication from MCC stating the end sate and that normal pay and display arrangements would resume.</p> <p>The withdrawal of the NHS and Care Worker permits can only be decided by Welsh and Central Government and not by Local Authorities.</p> <p>Warning notices containing information on the permits withdrawal, as opposed to actual PCN's, will be placed on the key workers vehicles on 2 occasions allowing them time to confirm the status of the scheme with their managers or MCC before receiving an actual PCN.</p>

## Policy making and the Welsh language.

How does your proposal impact on the following aspects of the Council's Welsh Language Standards:	Describe the positive impacts of this proposal	Describe the negative impacts of this proposal	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts
<p><b>Policy Making</b></p> <p>Effects on the use of the Welsh language,</p> <p>Promoting Welsh language</p> <p>Treating the Welsh language no less favourably</p>	No impact	No impact	The warning notices and PCNs are bilingual.
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	No impact.	No impact.	n/a
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	No impact	No impact	The warning notices and PCNs are bilingual.



**4. Does your proposal deliver any of the well-being goals below?** Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!




Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Car parking income is a vital funding source for the Council to ensure its car parks and wider road network are safe. The Welsh Government has subsidised lost income during the covid-19 pandemic but that is not a permanent or sustainable position.</p>	
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>Encourage lift sharing in those who may have become used to travelling alone due to not having to pay for parking.</p>	<p>Suggest lift sharing to those key workers that may be travelling alone where lift sharing is possible.</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Upon returning to the workplace after long periods of furlough, the proposal will lessen the impact of workers feeling disadvantaged by having to pay for parking whilst others are receiving this provision for free.</p> <p>Encourage active travel (walking and cycling) by those who may have become used to travelling alone due to not having to pay for parking.</p>	<p>Numerous grant-funded active travel improvements have been made to our town centres including bike storage, community repair kits, and improvements to cycle routes and widened pavements (albeit some of these are trial measures).</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>Avoid the possibility of segregating communities and businesses by creating an 'us and them' scenario through providing free parking for some and not others.</p>	
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local</p>	<p>Local businesses are working hard to attract visitors and shoppers back into the towns, returning the car parking pay and display system to everyone apart</p>	

<b>Well Being Goal</b>	<b>Does the proposal contribute to this goal? Describe the positive and negative impacts.</b>	<b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
social, economic and environmental wellbeing	from NHS and Care Workers will avoid a negative impact on the morale of those non-key workers and visitors who are not eligible for free parking.	
<b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	Small businesses have now returned having been closed and staff furloughed for some time. Not being able to offer this provision to these businesses and keeping it with the larger stores would appear unfair as they are trying to reopen and rebuild.	Contacting businesses in receipt of the permit informing them that the scheme is ending on a given date.
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	As mentioned above. Removal of the Welsh Government Permit for key workers will remove any negative feelings by those businesses and employees not currently entitled to the provision. Thereby negating any perceived unequal treatment towards businesses that are only now permitted to reopen.	

**3. How has your proposal embedded and prioritised the sustainable governance principles in its development?**



Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p data-bbox="327 344 517 571">Balancing short term need with long term and planning for the future</p> <p data-bbox="147 563 277 592">Long Term</p>	<p data-bbox="544 253 1301 596">The Welsh Government Permit Scheme, in relation to key workers, were guidelines only and it was up to the Local Authorities themselves as to whether or not they chose to offer this provision. MCC decided that we would offer this help to those businesses that were striving to deliver a service throughout the Pandemic and its subsequent lockdowns. Now the proposal is that we remove the scheme so as not to disadvantage others. Lockdown measures are easing and life is returning to a new normal.</p>	<p data-bbox="1350 253 2092 403">We have already advised those in receipt of the permit that the scheme will end. We will ensure that we contact every designated manager at those businesses so as they can update their staff accordingly.</p>
 <p data-bbox="327 735 510 962">Working together with other partners to deliver objectives</p> <p data-bbox="129 954 293 983">Collaboration</p>	<p data-bbox="544 700 1312 1002">We have worked with the businesses that have been in receipt of the permit now for over 12 months and also local NHS surgeries. We will continue to provide assistance to them in concluding the permit scheme. Though support for NHS surgeries will continue until we are informed by the BPA and Welsh Government otherwise or until the Welsh Government subsidy for lost income from those remaining permits ends.</p>	<p data-bbox="1350 700 2092 850">We will remain in contact with the local businesses concerned until we have, to the best of our ability, ensured that all permit holders have been informed of the end of the provision.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>The decision is in response to updated British Parking Association guidance and changes to lockdown rules. Consulting businesses or workers on whether or not they would like free parking to remain would be highly likely to generate a response that the Council cannot deliver as it would not be financially sustainable and it would encourage single occupancy car use which is environmentally unsustainable. Asking the community if they would like something that cannot be delivered is not true engagement or consultation.</p>	
 <p>Putting resources into preventing problems occurring or getting worse</p> <p><b>Prevention</b></p>	<p>We will contact all relevant businesses allowing plenty of time for them to give staff notice that the scheme is ending, so as they are aware that pay and display, where applicable, will be required from the date decided upon.</p> <p>In addition, warning notices will be used for the immediate future to avoid unnecessary upset.</p>	
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p><b>Integration</b></p>	<p>The proposal is intended to show a fairness to both essential and non-essential businesses. Ensuring that the non-essential shops and workers that are now returning to the high street do not feel that they are being discriminated against in any way upon their return.</p>	

**4. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?**

	<b>Describe any positive impacts your proposal has</b>	<b>Describe any negative impacts your proposal has</b>	<b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b>
Safeguarding	Not applicable	Not applicable	n/a
Corporate Parenting	Not applicable	Not applicable	n/a

**5. What evidence and data has informed the development of your proposal?**

Enquiries are starting to come in from non-essential businesses and staff asking if they are eligible and can apply for the Government permit as they have observed them being displayed in other vehicles in their town. Benchmarking against other Local Authorities that have not issued the Welsh Government Permit to Key Workers and have only accepted them from NHS and Care Worker's that have been NHS administered. Lockdown rules are being relaxed as the pandemic eases and vaccination roll-out increases. Anecdotal evidence of increased car park use and data on car park income.

**6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?**

With the easing of lockdown restrictions and the non-essential businesses reopening, we are seeing a steady increase in questions relating to the Welsh Government parking permits and their purpose. With all businesses being now being open it would be unfair on those that have been closed and with staff on Furlough to expect them to pay for parking whilst businesses that have been permitted to stay open with staff on full wages, would continue to receive free parking.

The main negative impacts are that staff that have worked throughout the lockdowns will now lose this benefit. Also that it may take some time for managers to inform their staff that the permit period has ended.

We will inform the contact managers at the businesses involved of the permit scheme's end date and allow a grace period whereby warning notices are used instead of PCN's.

**7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.**

<b>What are you going to do</b>	<b>When are you going to do it?</b>	<b>Who is responsible</b>
Inform all current Welsh Government Key Worker parking permit holders, via their contact managers, of the end date of the scheme.	May 2021	Neil Rosser & Trudy Humber
Update Civil Enforcement Officers on the use of Warning Notices in place of PCN's for vehicles displaying the permit until we are satisfied that everyone has received fair notice.	May 2021	Neil Rosser

**8. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.**

<b>Version No.</b>	<b>Decision making stage</b>	<b>Date considered</b>	<b>Brief description of any amendments made following consideration</b>
1	Initial draft	30/04/2021	
2	Final version	11/05/2021	Amendments following discussion of the proposal with Cabinet Member, Chief Officer Enterprise, SLT and Head of Service
3			