

EQUALITY IMPACT ASSESSMENT FORM INCLUDING SOCIO-ECONOMIC DUTY

(Revised March 2021)

Please refer to the current Equality Impact Assessment guidance when completing this document. If you would like further guidance, please contact the Diversity and Inclusion Team on 01443 444529.

An equality impact assessment **must** be undertaken at the outset of any proposal to ensure robust evidence is considered in decision making. This documentation will support the Council in making informed, effective and fair decisions whilst ensuring compliance with a range of relevant legislation, including:

- Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
- Socio-economic Duty – Sections 1 to 3 of the Equality Act 2010.

This document will also contribute towards our duties to create a More Equal Wales within the

- Well-being of Future Generation (Wales) Act 2015.

The '[A More Equal Wales – Mapping Duties](#)' guide highlights the alignment of our duties in respect of the above-mentioned legislation.

SECTION 1 – PROPOSAL DETAILS

Lead Officer: Mari Ropstad

Service Director: Sian Nowell

Service Area: Adult Services

Date: 14/05/2025

1.a) What are you assessing for impact?

Strategy/Plan		Service Re-Model/Discontinuation of Service	Policy/Procedure	Practice	Information/Position Statement
<input type="checkbox"/>		<input type="checkbox"/>	√	√	<input type="checkbox"/>

1.b) What is the name of the proposal?

Revision to Disabled Person's Parking Bay Arrangements.

1.c) Please provide an overview of the proposal providing any supporting links to reports or documents.

The existing Disabled Persons Parking Bay scheme was introduced in 2004 and subsequently amended in 2015 following a review. Since its introduction the number of people applying for a parking bay has increased significantly, with 193 received during the last round in 2022/2023.

Historically, 12 parking bays have been awarded each year based on applicants meeting some basic eligibility criteria and a scored functional assessment from an Occupational Therapist/Occupational Therapy Assistant based within the Adaptations and Community Equipment team. Since its introduction, 269 disabled parking bays have been installed in the County Borough. Of these, 115 have been removed, leaving around 154 disabled parking bays in situ.

Rhondda Cynon Taff's process for providing individual Disabled Person's Parking Bays (DPPBs) faces significant challenges. The current scheme levies a £10 non-refundable application fee for all applicants. There is no right of appeal, but applicants can reapply during the next round. Occupational Therapists (OTs) assess and prioritise these applications, often leading to dissatisfaction among those who do not receive an individual disabled parking bay allocation. Additionally, public concerns about the allocation process persist. The process involves not only OT assessments but also coordination with traffic authorities for installation and maintenance. This complexity coupled with a level of public dissatisfaction highlighted the need for a review to explore the potential to refine the assessment and eligibility processes and the wider mechanisms involved in the delivery of the parking bay allocation scheme. The current scheme was suspended in September 2023 pending a full external review of the Council's current policy for residential disabled parking bays to inform the options available regarding the future provision of residential disabled parking bays.

The findings of the review by Practice Solutions, dated January 2025, recommended RCT Council continue to offer a scheme for disabled parking bays with revised policy and eligibility criteria to meet the recommendations from the review, including:

- Develop a clear and more transparent process for applicants.
- Introduce more robust criteria and information required to determine eligibility to ensure the best use of limited funds.
- Introduce comprehensive guidance containing the stages of the process, timescales and information about traffic prohibitions for the applicant.
- Introduce a more efficient screening process at the outset.
- Introduce a system to review the use/abuse of disabled parking bays, including removal of bays no longer in use.
- Consider removing the application fee and replacing with a new charging strategy.
- Provide clear written reasons for refusal of a disabled bay to unsuccessful applicants.

As evidenced in the Practice Solutions report, Local Authorities across Wales operate various charging models with most not charging at all, some requiring permits to be paid for annually or an administration fee, and two local authorities charging successful applicants £250 and £689 respectively. The review carried out by Practice Solutions estimated the cost of each parking bay for the last 3 years the scheme was operating to be £1,159 per bay, which includes the legal notices, erection of signs, road markings and traffic management, but excludes the costs incurred from management time, assessments or the application process and as such, based on the cost from each department in the table above, the real cost of each bay is around £3,474.

The basic schematic drawing of the proposed model is included below,

Application

- Online or in-person at One4All centre.
- Uploaded proof to evidence new eligibility criteria.
- Administration charge levied (if introduced).

Eligibility checks

- Evidence checked against criteria, including traffic limitations.
- Unsuccessful applicants informed with reasons.

Functional assessment

- Assessment completed by OT/OTA according to revised scoring criteria.
- Medical evidence included in assessment.

Panel approval

- Multi-departmental panel make final decision on successful applicants.
- Charge levied for successful applicants (if introduced).
- Unsuccessful applicants informed with reasons. No right to appeal.

Ongoing

- Develop a system for reconfirming bay requirements and highlighting unused bays for removal.

The proposed new eligibility criteria are:

- Individual must possess a valid permanent Blue Badge.
- Individual must have a car registered at their address and the registered keeper must live there.
- Individual must not have access to off-road parking.
- There are no traffic prohibitions on the road directly outside the main entrance to the property and it would be safe to install a disabled parking bay.
- Individual must supply medical evidence from a Consultant, Specialist Nurse or Physiotherapist specifically addressing their difficulties related to mobility and parking.
- Individual must be in receipt of one of the below benefits:
 - Higher Rate Mobility Component of Personal Independence Payment (PIP) or Disability Living Allowance (DLA).
 - War Pension Mobility Supplement.
 - Attendance Allowance.

The eligibility criteria will need to be evidenced by people uploading or supplying relevant documents and this will be checked early in the process. Similarly, traffic checks will be completed earlier in the process before a full functional assessment is completed for those who meet the criteria and pass the traffic checks.

The functional assessment will be based on scored criteria, which will be reviewed to take account of the new process and amended eligibility criteria. The medical evidence supplied will inform and support the assessment. Any costs associated with gathering this evidence will need to be funded by people and no costs incurred will be reimbursed by the disabled parking bay scheme.

A panel will make the final decision on successful bays with any planning and Traffic Regulation Order requirements to follow. As such it could take up to 2 years from application before a disabled bay is installed.

The decision about charging for the disabled parking bays (refer to Section 8) will impact on whether the bays are installed via a Traffic Regulation Order for anyone with a Blue Badge to use, or as a resident permit parking bay. This in turn will determine how the ongoing management of the bays in terms of use and continuing need can be best organised.

Due to the discretionary nature of the scheme and the difficulties inherent in managing an appeals process alongside a live application scheme it is suggested there be no right of appeal to the panel's decision, however applicants could apply again during the next round.

Option	Cost to applicant	Benefits	Risks
Option 1: No charge	£0	<ul style="list-style-type: none"> Affordable to applicants. No need to consider permit bays as opposed to TRO. Problems with non-payment avoided. 	<ul style="list-style-type: none"> No income generation to support the scheme.
Option 2: A £10 administration charge at the point of application.	£10 for all	<ul style="list-style-type: none"> Some income generation to support the scheme. Fee is affordable. Fee has been levied for several years. No need to consider permit bays as opposed to TRO. 	<ul style="list-style-type: none"> People may not appreciate paying just to apply. Payments require processing. External review suggested this charge should be reconsidered.
Option 3: A 10% charge of the cost of bay installation for successful applicants	£115 (currently) if successful	<ul style="list-style-type: none"> Some income generation to support the scheme. A percentage charge would move in line with installation costs each year. Mobility benefits received (see eligibility criteria) could reasonably be expected to be used to cover the cost. 	<ul style="list-style-type: none"> May be unaffordable for some. Would need to consider resident permit parking bay as opposed to TRO. Payments require processing.
Option 4 (preferred option): A £10 administration charge at the point of application, plus a 10% charge of the cost of bay installation for successful applicants.	£10 for all + £115 (currently) if successful	<ul style="list-style-type: none"> Some income generation to support the scheme. Changing bays to permit bays would make ongoing management easier by requiring reapplication for permit. Admin fee is affordable to all. Admin fee has been levied for several years. 	<ul style="list-style-type: none"> A higher fee could act as a deterrent to apply, affecting socio-economic equality. Fee might be unaffordable to some. Might be challenging to establish a rationale for the fee charged. Bays likely need to be permit bays rather than general use disabled bays. People may not appreciate paying twice. Payments will require processing. External review suggested admin charge should be reconsidered.

Links to documents are provided below:

[insert here](#)

[Include fiia version here](#)

Plan to Inform

We will inform people about the changes and consult with them through surveys, drop ins, letters and FAQ.

We will promote the Active Offer to encourage the use of Welsh Language throughout this.

We will produce materials in a range of accessible formats such as Easy Read, large print.

We will tell individuals, carers, families and staff what we intend to do.

Future consultation

Initiate an 8-week targeted consultation starting on June 16th 2025 to seek the views of staff, members of the public and other key stakeholders on the proposed new model, focusing upon asking people:

- what matters to them in respect of the changes, including:
 - what they think of our intentions
 - what they need us to tell them
 - what haven't we thought of
-
- Following this a further report will be submitted to Cabinet in the autumn of 2025 detailing the outcome of the proposed targeted consultation prior to any final decision being made regarding service changes.

1.d) Please outline where delivery of this proposal is affected by legislation or other drivers such as code of practice.

There is no statutory duty on Local Authorities to provide a scheme for disabled parking bays and it is a discretionary service. However, external review completed by Practice Solutions suggests that section 149 (4) of the Equality Act 2010 should be considered, in particular “the effect of a lack of parking spaces near [disabled people’s] residences and their freedom of movement and travel”. As such a DPPB scheme could be considered a public sector duty.

Each bay is installed under the Traffic Regulation Act and therefore has its own traffic regulation order, enforceable by the Council. Currently, anyone with a Blue Badge can utilise the bays.

Wider Legislative and Regulatory requirements that govern our work including specifically for adult services include:

- Social Services and Wellbeing (Wales) Act 2014 sets out our responsibilities as a local authority for improving the wellbeing of people who need care and support, and unpaid carers who need support, and for transforming social services in Wales.
- Wellbeing of Future Generations (Wales) Act 2015.
- A Healthier Wales, Our Plan for Health & Social Care, 2020.
- People and Communities priority in the Council’s corporate plan to support residents to live independent and fulfilling lives.

1.e) Please outline who this proposal affects:

- | | |
|-------------------|-------------------------------------|
| ○ Service users | <input checked="" type="checkbox"/> |
| ○ Employees | <input checked="" type="checkbox"/> |
| ○ Wider community | <input checked="" type="checkbox"/> |

SECTION 2 – SCREENING TEST – IS A FULL EQUALITY IMPACT ASSESSMENT REQUIRED?

Screening is used to determine whether the initiative has positive, negative or neutral impacts upon protected groups. Where negative impacts are identified for protected groups then a full Equality Impact Assessment is required.

Please provide as much detail as possible of how the proposal will impact on the following groups, this may not necessarily be negative, but may impact on a group with a particular characteristic in a specific way.

Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

The Public Sector Equality Duty requires the Council to have “due regard” to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between different groups; and foster good relations between different groups. Please take an intersectional approach in recognising an individual may have more than one protected characteristic.

<u>Protected Characteristics</u>	Does the proposal have any positive, negative, or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?																		
Age (<i>Specific age groups i.e. young people or older people</i>)	Positive and negative	<p>Individuals of all ages, including young individuals and their families, will be influenced by this proposal. However, it is expected to particularly impact on older adults, especially those aged 50-59, due to the rising number of elderly in our population. This increase highlights the general effects of aging on mobility and disability, as mentioned in the adjacent column.</p> <p>Around a third of the people who responded to the survey Practice Solutions undertook gave their age, with 57% of these being over 55 years of age. The survey found strong support for bays to continue to be</p>	<p>As of May 20, 2025, RCT WCCIS data indicates that there are 45 individuals with active parking bays, with the majority being between 50 and 79 years old.</p> <table><tr><td>Total Clients with Parking Bays</td><td>45</td></tr><tr><td>Age Group</td><td>Total</td></tr><tr><td><18</td><td>6</td></tr><tr><td>18-29</td><td>2</td></tr><tr><td>30-49</td><td>4</td></tr><tr><td>50-59</td><td>11</td></tr><tr><td>60-69</td><td>10</td></tr><tr><td>70-79</td><td>10</td></tr><tr><td>80+</td><td>2</td></tr></table>	Total Clients with Parking Bays	45	Age Group	Total	<18	6	18-29	2	30-49	4	50-59	11	60-69	10	70-79	10	80+	2
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		<p>offered (80%).</p> <p><u>Positive Impacts</u> As the proposal both clarifies and accelerates the process, it is likely to be better understood by individuals who are considering whether to apply and those who submit an application</p> <p><u>Negative Impact</u> As the application will be managed online, there may be people in the older age group with less technical experience and confidence in such a system.</p> <p>To mitigate this, we will offer people the opportunity to make their application and produce supporting documents at the One for All Centres in our communities.</p> <p>On a wider note, there are 9 mandatory Equality, Diversity and Inclusion modules on the Source (RCTCBC's staff learning hub) that seek to improve the awareness and cultural competence of our workforce. This training will raise awareness and enable staff to effectively support people with protected characteristics, not just in relation to age, rather across all groups considered in this</p>	<p>The Rhondda Cynon Taf Council's Corporate Plan 2043-2030 suggests that by 2030 there will be a 11.7% increase in population of aged 65+ (52,884) of which 6,573 are of aged 85+ (21.5% increase) – <i>population projections by Local Authority and year 2018-based, StatsWales</i>. This historical data suggests a consistent demand for support services within these age ranges, aligning with the projected increase in the older population by 2030 in Rhondda Cynon Taf.</p> <p>Review of Disabled Person's Parking Bays, A report for RCTCBC, Practice Solutions Ltd, January 2025.</p> <p>The policy is influenced by Rhondda Cynon Taf Council's Corporate Plan 2043-2030 priority of 'People & Communities'- to safeguard our most vulnerable residents of all ages providing protection, care and support when they need it most so they can maximise their potential.</p>
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		Impact Assessment.	<p>The CPA rapid review (2016) of diversity in older age identifies the challenges faced by older people particularly with regards to wellbeing and access to positive support.</p> <p>The RCT Adult Social Care Strategy (2024-2030) acknowledges that we will experience increased demands relating to older people. This demographic picture includes an increase in people living with complex needs. One of the Council's priorities focuses our effort to facilitate joined-up services for people which will particularly benefit people with complex needs.</p> <p>Current data of individuals in receipt of a service in adult services (WCCIS 24/6/24Age Group and Gender for all Individuals in receipt of Care and Support:</p>
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			<table><tr><th colspan="3">Age Group and Gender for all Care and Support service users</th></tr><tr><th></th><th>Female</th><th>Male</th></tr><tr><td>18-30</td><td>215</td><td>318</td></tr><tr><td>31-40</td><td>200</td><td>230</td></tr><tr><td>41-50</td><td>197</td><td>202</td></tr><tr><td>51-60</td><td>274</td><td>266</td></tr><tr><td>61-70</td><td>257</td><td>266</td></tr><tr><td>71-80</td><td>470</td><td>345</td></tr><tr><td>81-90</td><td>759</td><td>392</td></tr><tr><td>91+</td><td>366</td><td>85</td></tr></table>	Age Group and Gender for all Care and Support service users				Female	Male	18-30	215	318	31-40	200	230	41-50	197	202	51-60	274	266	61-70	257	266	71-80	470	345	81-90	759	392	91+	366	85
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Disability <i>(people with visible and non-visible disabilities or long-term health conditions)</i>	Positive	<p>This proposal is likely to affect approximately 10 individuals with a disability who have active parking bays.</p> <p><u>Positive Impact</u></p> <p>The revised criteria, as follows, clarifies the medical and benefit requirements making it easier for people to gauge their personal circumstances before applying:</p> <ul style="list-style-type: none">• Individuals must possess a valid permanent Blue Badge.• Individuals must supply medical evidence from a Consultant, Specialist Nurse or	<p>The RCT Data Library denotes that 23.6% of the population within RCT in 2021 were classed as disabled under the Equality Act.</p> <p>The Social Services and Wellbeing (Wales) Act 2014 sets out our responsibilities as a local authority for improving the wellbeing of people who need care and support, and unpaid carers who need support, and for transforming social services in Wales.</p> <p>By proactively addressing potential barriers and ensuring</p>																														

<p>Disability (people with visible and non-visible disabilities or long-term health conditions)</p>		<p>Physiotherapist specifically addressing their difficulties related to mobility and parking.</p> <ul style="list-style-type: none"> • The individual must be in receipt of one of the benefits below: <ul style="list-style-type: none"> - <i>Higher Rate Mobility Component of Personal Independence Payment (PIP) or Disability Living Allowance (DLA).</i> - <i>War Pension Mobility Supplement.</i> - <i>Attendance Allowance.</i> <p>The above seeks to prioritise those with greatest need which feedback raised concerns over when Practice Solutions Ltd sought views on the current approach:</p> <p><u>Feedback from staff</u></p> <p><i>Of the staff interviewed as part of this review, most felt that the Council's existing DPPB scheme was extremely challenging, resource intensive and not necessarily targeting those in greatest need.</i></p>	<p>that support structures are in place, RCTCBC can promote fair and equitable access to necessary services, supporting the rights and autonomy of those with mental health conditions. In line with Rhondda Cynon Taf Council's Corporate Plan 2043-2030 priority of 'People & Communities'</p> <p>Review of Disabled Person's Parking Bays, A report for RCTCBC, Practice Solutions Ltd, January 2025.</p>
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<p>Disability (people with visible and non-visible disabilities or long-term health conditions)</p>		<p><u>Feedback from telephone Interviews with successful applicants</u></p> <p>Successful applicants who had been allocated a DPPB over the last 5 years and who were interviewed as part of the review spoke of the enormous difference a bay had made to their lives.</p> <p>Of those who responded to the survey Practice Solutions undertook, 71% said they were disabled.</p> <p><u>Feedback from telephone Interviews with unsuccessful applicants</u></p> <p>While most said that they had found the OT staff very helpful, they all felt extremely frustrated about the lack of explanation/reason for their application not being granted. Some said they had never received a letter telling them the outcome of their application and most felt that the process was unfair and that the eligibility criteria should be made clearer.</p> <p>Looking to the future, RCTCBC aims</p>	<p>Review of Disabled Person's Parking Bays, A report for RCTCBC, Practice Solutions Ltd, January 2025.</p>
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<p>Disability (people with visible and non-visible disabilities or long-term health conditions)</p>	<p>Negative</p>	<p>to implement clear communication strategies regarding the new process. By ensuring that information is accessible and available in multiple formats, individuals and families, including those from diverse backgrounds will be better equipped to understand the process. This inclusive approach can create a supportive environment that informs the wider community and individuals with disabilities about challenges faced and support available.</p> <p>Negative</p> <p>Some people may be charged for the medical evidence supplied by a Consultant, Specialist Nurse or Physiotherapist while others could receive it free of charge as part of their ongoing treatment. The Cabinet paper states that any charges incurred will not be refunded or met by the LA. This could have a negative financial impact on a group that already faces financial hardship.</p> <p>Obtaining this evidence will depend a lot on the individual's personal situation. Some people, particularly with degenerative conditions, will have</p>	<p>https://www.equalityhumanrights.com/sites/default/files/2023/Is%20Wales%20Fairer%20Equality%20and%20Human%20Rights%20Monitor-%20English-%20accessible%20PDF.pdf</p>
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	Positive	<p>a specialist nurse attached to them who works with them long term. It would be possible to see a physio privately to obtain this letter. A consultant might be tricky unless they happen to be seeing one at the time.</p> <p>The change aims to ensure that the limited spaces are assigned to the people most in need. These people are more likely to have a close working relationship with their health professionals. The evidence will also compliment the functional assessment and provide additional medical evidence, which we do not currently gather, to evidence the need for a parking bay.</p> <p>The impact of requiring evidence would potentially be that people will require clear communication months before the application window opens to enable as many as possible to gather this evidence. The intention will be for a promotional phase about 3 months before applications open to give people enough time to arrange any appointments, ask their health</p>	
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	Positive	<p>professionals and plan ahead financially if costs are incurred.</p> <p>Those with more significant health conditions will be in a stronger position to apply due to their regular contact with these health professionals, thereby helping to manage demand for spaces and the number of unsuccessful applicants. Costs may be prohibitive for some, however as mobility-related benefits are a requirement to apply, people may use such funds to cover this cost.</p> <p>Another impact will be the robustness of the assessments and the increased amount of evidence from different sources will strengthen the panel's decision-making on successful bays.</p>	
<p>Gender Reassignment <i>(anybody who's gender identity or gender expression is different to the sex they were assigned at birth including non-binary identities)</i></p>	Neutral (Not possible to determine at this stage)	<p>The introduction of this has no direct actions that will affect Gender Reassignment as a characteristic. However, we recognise that we work with trans and non-binary individuals, and numbers will potentially increase in future so we will consider and review this accordingly.</p>	<p>Across Rhondda Cynon Taf, according to the ONS (2021b), 0.36% of people aged 16 years and over have a gender identity different from their sex registered at birth.</p> <p>We currently work with a small number of trans and non-binary individuals. Exact numbers aren't reported due to potential of identification. (Source:</p>

		<p>We will ensure that all individuals have equitable access to necessary services without facing additional barriers related to their gender identity. Ongoing monitoring of the policy's impact will be essential to ensure that it remains fair and equitable for all. Although we can't determine the impact at this moment, we will continue to monitor the situation closely and update impact assessments when needed.</p>	<p>service user data, WCCIS.)</p> <p>The RCT Adult Social Care Strategy (2024-2030) aims to support people with eligible needs, achieve what matters to them in their lives this is in addition to ensuring our staff have appropriate training and leadership so that we are able to support people positively, and ensure our services and information are accessible to everyone.</p>
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<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
Marriage or Civil Partnership <i>(people who are married or in a civil partnership)</i>	Neutral (Not possible to determine at this stage)	Currently, there is no evidence to suggest that this group will be disproportionately affected by the changes to this policy. However, this will be monitored and and if a disproportionate/negative/a diverse impact arises, needs will be addressed, and this Equality Impact Assessment updated accordingly.	
Pregnancy and Maternity <i>(women who are pregnant/on maternity leave)</i>	Neutral	<p>Currently, while there is no evidence to suggest that this group will be disproportionately affected by the introduction of new arrangement, we will remain sensitive to the needs of families who may be managing multiple responsibilities, including caring for children or pregnant individuals.</p> <p>We will provide clear communication about the change, ensuring that all families are aware of their options and if a disproportionate/negative/a diverse impact arises, needs will be addressed, and this Equality Impact Assessment updated accordingly.</p>	

Race <i>(ethnic and racial groups i.e. minority ethnic groups, Gypsy, Roma and Travellers)</i>	Neutral	<p>Families from lower socio-economic backgrounds may struggle to adjust to the new arrangements, which could disproportionately affect racial minorities who are statistically more likely to experience financial hardship. There may be also disparities in awareness and understanding of the process among different racial and socio-economic groups including:</p> <ul style="list-style-type: none">• Unequal access to education and resources• Systemic inequalities and biases in information dissemination• Historical discrimination leading to distrust in systems• Language barriers and cultural differences <p>The barriers for this group include systemic discrimination, language differences, and lack of representation. These can be mitigated by implementing supportive measures/policies that promote inclusiveness, providing language support services, and ensuring diverse representation in decision-making.</p> <p>The Council can work towards ensuring that all individuals have</p>	<p>In 2021, a total of 96.7% of RCT residents were white according to the RCT Data Library.</p> <p>As of May 20, 2025, RCT WCCIS data indicates that the majority of those with active parking bays are White British:</p> <table><tr><th>Ethnicity</th><th>Total</th></tr><tr><td>Any White Background, including Welsh, E</td><td>8</td></tr><tr><td>Chinese</td><td>1</td></tr><tr><td>Information not obtained</td><td>6</td></tr><tr><td>Not stated (inactive)</td><td>1</td></tr><tr><td>White British</td><td>29</td></tr></table> <p>Data from the WCCIS database demonstrates that individuals in receipt of a service and carers are predominantly white British (80.9%) there are 8.13 reporting as white other and 1.02% reporting a wide variety of ethnic backgrounds. 9.95% have no ethnic background reported.</p> <p>Families from lower socio-economic backgrounds often face intensified challenges due to various intersecting factors, as highlighted in the Welsh Government's 2021 report, <i>“Implementing the Socio-</i></p>	Ethnicity	Total	Any White Background, including Welsh, E	8	Chinese	1	Information not obtained	6	Not stated (inactive)	1	White British	29
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		<p>equitable access to necessary services, regardless of their racial or ethnic background.</p> <p>By proactively addressing the identified concerns and implementing supportive measures, the Council can work towards ensuring that all individuals have equitable access to necessary services, regardless of their racial or ethnic background.</p> <p>Impact upon specific groups will be monitored and if a disproportionate/negative/ diverse impact arises, needs will be addressed, and this Equality Impact Assessment updated accordingly.</p> <p>As referred to in the Age section above, 9 mandatory Equality, Diversity and Inclusion modules seek to improve the awareness and cultural competence of our workforce. This training will enable staff to effectively support people with protected characteristic.</p>	<p><u>economic Duty: A review of evidence on socio-economic disadvantage and inequalities of outcome.</u>” It showed racial minorities are more susceptible to financial difficulties, which restrict their access to essential resources. Data from the RCT Data Library shows that the average ranking for access to services on the WMID for all RCT is 1,105 out of 1,909, suggesting limited resources and exacerbating their struggles. Overlapping social categories such as race and class create interconnected systems of disadvantage, impacting access to services and involvement in public life.</p> <p><u>The Well-being of Wales 2023: Ethnicity and Well-being</u> report has found people from ethnic minority backgrounds face many disparities including access to resources.</p> <p>Notably, the ADSS report (2023) "Delivering Social Care in an Anti-Racist Wales" presents recommendations that must be addressed. Our RCT</p>
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			Adult Social Care Strategy 2024-2030 addresses these priorities in their service plans. This is especially important for effectively managing the communication needs of individuals from ethnic minorities, drawing on the insights from those with lived experience.						
Religion or Belief <i>(people with different religions and philosophical beliefs including people with no beliefs)</i>	Neutral (Not possible to determine at this stage)	There is no evidence to suggest that this group will be disproportionately affected by the introduction of this change. However, if a disproportionate/negative/ diverse impact arises, this will be addressed, and this Equality Impact Assessment updated accordingly.							
Sex <i>(women and men, girls and boys)</i>	Neutral (Not possible to determine at this stage)	<p>66% of people who responded to the survey Practice Solutions undertook Were female, 32 % male, 3% preferred not to say.</p> <p>The survey found strong support for bays to continue to be offered (80%). WCCIS data shows there are more males than females with active parking bays in RCT.</p> <p>Currently, there is no evidence to suggest that this group will be disproportionately affected by the introduction of this change.</p>	<p>The proportion of females to males within RCT appeared to be equal in 2021, as the RCT Data Library recorded that there 51.1% of residents were females and 48.9% of residents were male.</p> <p>WCCIS Data on Active Parking Bays (May 2025):</p> <table><tr><td>Gender</td><td>Total</td></tr><tr><td>Female</td><td>18</td></tr><tr><td>Male</td><td>27</td></tr></table> <p>Sex by Age Group (RCT) as a % of the population of 237654</p>	Gender	Total	Female	18	Male	27
Gender	Total								
Female	18								
Male	27								

		<p>However, if a disproportionate / negative / diverse impact arises, needs will be addressed, and this Equality Impact Assessment updated accordingly</p>	<p>people that completed the census 2021</p> <p>Male: Aged under 15 19.2%</p> <ul style="list-style-type: none"> - Aged 16 to 24 years 11.5% - Aged 25 to 34 years 12.9.0% - Aged 35 to 49 years 18.2% - Aged 50 to 64 years 20.3% - Aged 65 years above 18.5% <p>Female:</p> <p>Aged under 15 17.7%</p> <p>Aged 16 to 24 years 10.1%</p> <p>Aged 25 to 34 years 13.1%</p> <p>Aged 35 to 49 years 18.4%</p> <p>Aged 50 to 64 years 20.1%</p> <p>Aged 65 years above 20.7%</p> <p>Review of Disabled Person's Parking Bays, A report for RCTCBC, Practice Solutions Ltd, January 2025.</p>
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<p>Sexual Orientation (bisexual, gay, lesbian, straight)</p>	<p>Neutral (Not possible to determine at this stage)</p>	<p>Currently, there is no evidence to suggest that the introduction of this change will disproportionately affect any specific group, including those identifying as bisexual, gay, lesbian, straight, or LGBTQ+.</p> <p>We are committed to ensuring that all individuals, regardless of their sexual orientation, have equitable access to necessary services without encountering additional barriers. It is our responsibility to create an inclusive environment where everyone feels supported and valued.</p> <p>Ongoing monitoring of the impact of this policy will be crucial to ensure it remains fair and equitable for all individuals. If we identify any disproportionate or negative impacts on our LGBTQ+ individuals in receipt of a service or any other group, we will take immediate action to address these needs. The Equality Impact Assessment will be updated accordingly to reflect any necessary changes, ensuring that the proposed change does not unintentionally disadvantage individuals based on their sexual orientation.</p>	<p>According to the RCT Data Library, in 2021 the percentage proportion of residents that identified as Straight/Heterosexual, Gay/Lesbian/Bisexual/Other sexual orientation within RCT compared to Wales did not differ, with 1.5%.</p>
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In addition, due to Council commitments made to the following groups of people we would like to consider impacts on them:

	Does the proposal have any positive, negative, or neutral impacts	Provide details of the impact	What evidence has been used to support this view?
Armed Forces Community <i>(anyone who is serving, has served, family members and the bereaved)</i>	Neutral	<p>The proposal is not anticipated to impact disproportionately on this group of people.</p> <p>It includes War Pension Mobility Supplement in its criteria.</p> <p>For those in the armed forces community who may be adjusting to civilian life including accessing and paying for services, RCTBC has a dedicated Armed Forces Covenant Liaison Officer / Veteran Officer to provide support and advice to this group of people.</p>	<p>According to the RCT Data library, in 2021 only 4.1% of RCT residents are serving/have served in the UK Armed forces. This is slightly proportionately less than the percentage of those across Wales that are currently/have served (4.5% of residents).</p> <p>Armed Forces Covenant: annual report 2022 to 2023 – one of the recommendations of this document is to ensure Veterans mental health treatment in Wales is meeting current need</p> <p>The Armed Forces Act 2021 places a legal duty on specified public bodies to have due regard to the principles of the Armed Forces Covenant when exercising certain statutory functions in the fields of</p>

			healthcare, education and housing.
Carers <i>(anyone of any age who provides unpaid care)</i>	Positive	<p>Only 3 individuals with Active Parking Bays are carers.</p> <p>The proposal aims to provide a streamlined process with greater clarity and speed.</p> <p>The simplified process may reduce anxieties around applications therefore some carers may be relieved and reassured by this, particularly if they are already facing stressors due to caregiving responsibilities.</p> <p>Figures in the table show that: a higher percentage of carers in the area are female.</p> <p>a high proportion sit within the older age group of 51 yrs +</p> <p>Over a quarter of unpaid carers (UK), identify as having a disability, which is higher than the non-carer population, furthermore almost a third of</p>	<p>According to the RCT Data Library, 11.1% of the population of RCT provide between 9 – 50+ hours of unpaid care a week.</p> <p>As of May 20, 2025, RCT WCCIS data indicates that 42 individuals with active parking bays are not carers, while 3 individuals are.</p> <p>RCT WCCIS Data (June 2024) - Age Group and Gender for carers with Carers Support Plan:</p>

		<p>carers in Wales identify as having a disability.</p> <p>Therefore, the cumulative effect will be monitored and this Impact Assessment updated accordingly.</p>	<table><tr><td></td><td>Female</td><td>Male</td></tr><tr><td>18-30</td><td>2</td><td>2</td></tr><tr><td>41-50</td><td>6</td><td>3</td></tr><tr><td>51-60</td><td>13</td><td>8</td></tr><tr><td>61-70</td><td>17</td><td>7</td></tr><tr><td>71-80</td><td>24</td><td>14</td></tr><tr><td>81-90</td><td>11</td><td>9</td></tr><tr><td>91+</td><td></td><td>1</td></tr><tr><td>Total</td><td>73</td><td>44</td></tr></table> <p>State of Caring 2022 report / Carers UK 27% of unpaid carers consider themselves disabled.</p> <p>Census Day 2021 more unpaid carers in Wales were disabled (29.8%) than non-carers (21.4%)</p>		Female	Male	18-30	2	2	41-50	6	3	51-60	13	8	61-70	17	7	71-80	24	14	81-90	11	9	91+		1	Total	73	44
	Female	Male																												
18-30	2	2																												
41-50	6	3																												
51-60	13	8																												
61-70	17	7																												
71-80	24	14																												
81-90	11	9																												
91+		1																												
Total	73	44																												

If the initial screening test has identified negative impacts, then a full equality impact assessment (section 4) **must** be undertaken. However, if after undertaking the above screening test you determine a full equality impact assessment is not relevant, please provide an adequate explanation below:

Are you happy you have sufficient evidence to justify your decision?

Yes ☒

No ☐

Name: Mari Ropstad

Position: Head of Service

Date: 07/05/25

Please forward a copy of this completed screening form to the Diversity and Inclusion Team.

PLEASE NOTE – there is a separate impact assessment for Welsh Language. This must also be completed for proposals.

Section 3 Socio-economic Duty needs only to be completed if proposals are of a strategic nature or when reviewing previous strategic decisions. Definition of a 'strategic nature' is available on page 6 of the [Preparing for the Commencement of the Socio-economic Duty](#) Welsh Government Guidance.

SECTION 3 – SOCIO-ECONOMIC DUTY (STRATEGIC DECISIONS ONLY)

The Socio-economic Duty gives us an opportunity to do things differently and put tackling inequality genuinely at the heart of key decision making. Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services.

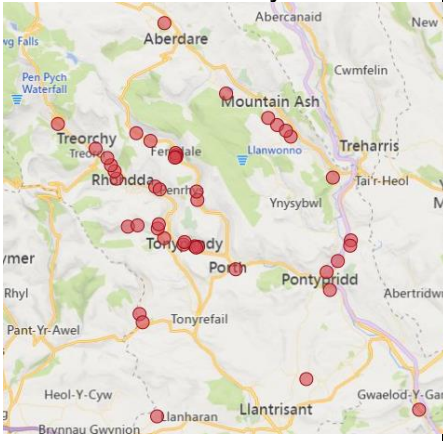
Please consider these additional vulnerable groups and the impact your proposal may or may not have on them:

<ul style="list-style-type: none">• Single parents and vulnerable families• Pensioners• Looked after children.• Homeless people• Students• Single adult households	<ul style="list-style-type: none">• People living in the most deprived areas in Wales.• People with low literacy and numeracy• People who have experienced the asylum system.• People misusing substances.• People of all ages leaving a care setting• People involved in the criminal justice system
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<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
<p>Low Income/Income Poverty <i>(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)</i></p>	<p>Positive</p> <p>Negative</p>	<p>Positive</p> <p>Under Option 1, the removal the £10 administration fee will benefit all including those already facing challenges in the cost of living crisis.</p> <p>Negative</p> <p>Families from lower socio-economic backgrounds may struggle to fund the increased cost of a successful application under options 3 and 4 which seek the administration charge of £10 plus a further 10% of the cost of the bay, currently 10% = £115)</p> <p>This could disproportionately affect disabled people and those from racial minority groups who are statistically more likely to experience financial hardship.</p> <p>To mitigate this, providing clear information can help families understand the charges at the outset.</p>	<p>Between 2019/20 and 2021/22, the average poverty rates in England (22%), Wales (22%) and Scotland (21%) had converged to around the same level, - UK Poverty 2024: The essential guide to understanding poverty in the UK Joseph Rowntree Foundation (jrf.org.uk)</p> <p>Within RCT specifically, in 2023, the county borough had a destitution rank of 3/5 (1 being the lowest, 5 being the highest) according to The geography of destitution 2023 Joseph Rowntree Foundation (jrf.org.uk).</p> <p>Poverty Taking a Heavy Toll on NHS Services The King's Fund (kingsfund.org.uk)</p> <p>https://www.equalityhumanrights.com/sites/default/files/2023/Is%20Wales%20Fairer%20Equality%20and%20Human%20Rights%20Monitor-%20English-%20accessible%20PDF.pdf</p>

		Regular monitoring of the uptake and drop off to help ensure equitable access to services.	
Low and / or No Wealth <i>(enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provisions for the future)</i>	Negative	<p>Negative Impacts:</p> <p>The new process may discourage individuals and families to consider applying for a Disabled Person's Parking Bay if the charge to successful applicants is introduced. This may disproportionately affect disabled people and those from racial minority groups who are statistically more likely to experience financial hardship.</p> <p>Mitigations:</p> <p>Regular monitoring of uptake and drop out can help ensure equitable access to services.</p>	<p>Data may be found in the RCT Data Library: https://app.powerbi.com/groups/me/reports/aa284455-2774-485b8b54-046ede17b614/ReportSectionc1d042d5d44a55c5193?experience=power-bi https://www.equalityhumanrights.com/sites/default/files/2023/Is%20Wales%20Fairer%20Equality%20and%20Human%20Rights%20Monitor-%20English-%20accessible%20PDF.pdf</p>

<p><u>Material Deprivation</u> <i>(unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, hobbies etc.)</i></p>	Neutral		<p>The RCT Data Library notes that RCT has an average overall Welsh Index of Multiple Deprivation (WIMD) ranking of 743/1909 (1 being the most deprived and 1909 being the least deprived). The average ranking for access to services specifically for all of RCT is 1105/1909.</p>
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<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
<u>Area Deprivation</u> <i>(where you live (rural areas), where you work (accessibility of public transport))</i>	<p>Positive</p> <p>Negative</p> <p>Negative</p>	<p>Individuals and caregivers residing in deprived areas may be disproportionately impacted by the revised arrangement either positively with the removal of the £10 administration charge under Option 1 or negatively should this charge remain and a further charge for 10% / currently £115 be sought for successful applications under Options 3 and 4.</p> <p>Lack of reliable Wi-Fi and/or broadband for the new digital process may impede timely and hassle-free application causing frustration or anxiety for the person.</p> <p>People who are not tech savvy may have reservations and / anxiety around trusting certain ways of applying for a Disabled Person's Parking Bay. Travelling to One for All Centres for support may be costly, unsuitable and off putting</p> <p>To mitigate such impacts, we will monitor complaints and update Impact Assessments accordingly.</p>	<p>As noted above, the RCT Data Library notes that RCT has an average overall Welsh Index of Multiple Deprivation (WIMD) ranking of 743/1909 (1 being the most deprived and 1909 being the least deprived). Furthermore, the average ranking for physical environment specifically for all RCT is 802/1909.</p> <p>RCT WCCIS data (May 2025) shows the location of the 45 individuals with parking bays across Rhondda Cynon Taf:</p> 

			<table><tr><th>Location</th><th>Total</th></tr><tr><td>Abercynon</td><td>1</td></tr><tr><td>Aberdare</td><td>2</td></tr><tr><td>Beddau</td><td>1</td></tr><tr><td>Brynna</td><td>1</td></tr><tr><td>Cilfynydd</td><td>2</td></tr><tr><td>Cwm Clydach</td><td>3</td></tr><tr><td>Ferndale</td><td>4</td></tr><tr><td>Gilfach Goch</td><td>2</td></tr><tr><td>Maerdy</td><td>1</td></tr><tr><td>Mountain Ash</td><td>2</td></tr><tr><td>Penrhiwceiber</td><td>2</td></tr><tr><td>Pentre</td><td>3</td></tr><tr><td>Pontypridd</td><td>1</td></tr><tr><td>Porth</td><td>2</td></tr><tr><td>Taffs Well</td><td>1</td></tr><tr><td>Tonypandy</td><td>3</td></tr><tr><td>Trallwng</td><td>2</td></tr><tr><td>Trealaw</td><td>5</td></tr><tr><td>Treherbert</td><td>1</td></tr><tr><td>Treorchy</td><td>2</td></tr><tr><td>Tylorstown</td><td>2</td></tr><tr><td>Ystrad</td><td>2</td></tr></table>	Location	Total	Abercynon	1	Aberdare	2	Beddau	1	Brynna	1	Cilfynydd	2	Cwm Clydach	3	Ferndale	4	Gilfach Goch	2	Maerdy	1	Mountain Ash	2	Penrhiwceiber	2	Pentre	3	Pontypridd	1	Porth	2	Taffs Well	1	Tonypandy	3	Trallwng	2	Trealaw	5	Treherbert	1	Treorchy	2	Tylorstown	2	Ystrad	2
Location	Total																																																
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Socio-economic background <i>(social class i.e. parents' education, employment and income)</i>	Negative	<p>People from specific socio-economic backgrounds such as those on low income may be disproportionately impacted by the introduction of the new approach.</p> <p>Many people increasingly rely on mobile phones to remove the need for line rental costs so additional costs may</p>	<p>According to the RCT Data Library, in 2021 10% of the usual residents aged 16 and over in RCT have never worked/ are long-term unemployed. This is 1 percent higher than the average across Wales of 9%. In addition, in 2021 RCT has a higher percentage proportion of people</p>																																														

		<p>be incurred should applications be made online via a variable tariff for data.</p> <p>People who are not tech savvy may feel the on-line way of applying is beyond their capabilities or have anxieties around learning to use the new system.</p> <p>To mitigate this, complaints and representations should be collated and monitored to identify negative trends and remedy these.</p>	<p>without qualifications 24.2%, compared to 19.9% across Wales (RCT Data Library).</p>
<p>Socio-economic disadvantage</p> <p><i>(What cumulative impact will the proposal have on people or groups because of their protected characteristic(s) or vulnerability or because they are already disadvantaged)</i></p>	Negative	<p>Disabled, older people including carers and notably female carers may face a cumulative negative impact of the changes due to financial implications, broadband / Wi-Fi access to online applications, taking time away from caring responsibilities to go to the One for All Centre if applying in person.</p> <p>To mitigate this, complaints and representations should be collated and monitored, recognising protected characteristics in keeping with mandatory EDI training, in order to identify negative trends and remedy these.</p>	<p>According to the RCT Data Library, in 2021 43.5% of RCT residents were economically inactive, which was the same proportion as across Wales. 7.6% of this total were economically inactive due to long term sickness or disability, and 5% due to being full-time students. Notably, 23.2% of those were retired, which is expected to increase with the trajectory of an ageing demographic.</p>

SECTION 4 – FULL EQUALITY IMPACT ASSESSMENT

You should use the information gathered at the screening stage to assist you in identifying possible negative/adverse impacts and clearly identify which groups are affected.

- 4.a) In terms of disproportionate/negative/adverse impacts that the proposal may have on a protected group, outline the steps that will be taken to reduce or mitigate the impact for each group identified. **Attach a separate action plan where impacts are substantial.**

The Council aims to minimise any negative impacts of the proposed changes on individuals by regularly monitoring barriers faced by people impacted by this change to address the challenges they face including those with:

- less technical experience and confidence in such a system.
- Financial and / or practical considerations including caring responsibilities, deterring access to One for All Centres,
- Protected characteristics statistically linked to specific challenges such as financial hardship experienced by ethnic minority groups and disabled people.

To address the potential disproportionate, negative, or adverse impacts that the proposal may have on individuals with disabilities, the following steps will be taken to reduce or mitigate these impacts:

Training for Staff: The Council currently Provide training for staff involved to recognize the unique needs of individuals with disabilities. This training will be beneficial when offering appropriate support during the process.

Maintain Existing Disabled Person's Parking Bays. Ensure that existing bay holders are reassured they will keep their current bay on the basis of their historic application and current needs.

Inclusive Communication: Ensure that all communications regarding the charges are clear, accessible, and provided in multiple formats includes using plain language to accommodate individuals with varying disabilities.

4.b) If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.

4.c) Give sufficient detail of data or research that has led to your reasoning, in particular, the sources used for establishing the demographics of service users/staff:

- RCT WCCIS Data (May 2025) offers a detailed overview of the characteristics of individuals with parking bays in RCT, covering aspects such as:
 - Age
 - Gender
 - Disability
 - Language
 - Ethnicity
 - Caring responsibilities
 - Location

This data gives us a comprehensive snapshot of the community we serve, enabling us to customise our services to effectively address the diverse needs of individuals.

- The recommendations aim to ensure the key findings from the external review are implemented whilst taking account of the limited human and financial resources available to the Council in operating this scheme.
- As evidenced in the Practice Solutions report, Local Authorities across Wales operate various charging models with most not charging at all, some requiring permits to be paid for annually or an administration fee, and two local authorities charging successful applicants £250 and £689 respectively. The review carried out by Practice Solutions estimated the cost of each parking bay for the last 3 years the scheme was operating to be £1,159 per bay, which includes the legal notices, erection of signs, road markings and traffic management, but excludes the costs incurred from management time, assessments or the application process and as such, based on the cost from each department in the table above, the real cost of each bay is around £3,474. Section 149 (4) of the Equality Act 2010 has been considered, in particular “the effect of a lack of parking spaces near [disabled people’s] residences and their freedom of movement and travel”. As such a DPPB scheme could be considered a public sector duty. Each bay is installed under the Traffic Regulation Act and therefore has its own traffic

regulation order, enforceable by the Council.

- Administrative Efficiency and Resource Allocation: The proposal seeks to streamline the administrative process and OT assessments to protect resources and has 4 options, 3 of which retaining the £10 administration charge and 2 of which seeking at 10% contribution (= £115 at present) for successful applications to contribute towards the cost of the bay.

4.d) Give details of how you engaged with service users/staff on the proposals and the steps taken to avoid any disproportionate impact on a protected group. Explain how you have used feedback to influence your decision.

An independent consultation facilitated by Practice Solutions has taken place in the Autumn / winter 2025.

This took the form of discussions with Staff, Disability Forum and Carer's Project and telephone interviews with successful and unsuccessful applicants. Key extracts directly from the report are as follows:

Feedback from staff

Of the staff interviewed as part of this review, most felt that the Council's existing DPPB scheme was extremely challenging, resource intensive and not necessarily targeting those in greatest need.

Feedback from meetings with the Disability Forum and Carers Project

As part of the review, people who attend the Disability Forum (Cynon) and the Carer's Project were asked to provide feedback. Unfortunately, neither group was well attended during the review and so discussion was limited, although further opportunities for views to be expressed were provided through the survey.

Feedback from telephone Interviews with successful applicants

Successful applicants who had been allocated a DPPB over the last 5 years and who were interviewed as part of the review spoke of the enormous difference a bay had made to their lives.

Feedback from telephone Interviews with unsuccessful applicants

While most said that they had found the OT staff very helpful, they all felt extremely frustrated about the lack of explanation/reason for their application not being granted. Some said they had never received a letter telling them the outcome of their application and most felt that the process was unfair and that the eligibility criteria should be made clearer.

A survey was also conducted as part of the review received 314 responses of the people who responded:

- 66% were female, 32% male, 3% preferred not to say
- 71% were disabled
- Of the third who gave their age, 57% were over 57 years of age
- 53% had caring responsibilities
- 34 were residents who had been allocated a DPPB.
- 48 were a relative, friend, partner or advocate of someone with a DPPB.
- 62 were residents who had been unsuccessful in their application.
- The 218 remaining respondents identified as Members of the Public, Staff or Other.

Views were sought by Practice Solutions to inform the review on:

- Eligibility criteria
- Application process
- Use of spaces for bay holders
- Future of Disabled Person's Parking Bays, notably 90% agreed the Council should continue to offer these

4.e) Are you satisfied that the engagement process complies with the requirements of the Statutory Equality and Socio-economic Duties?

Yes ☒

No ☐

SECTION 5 – MONITORING AND REVIEW

5a) Please outline below how the implementation of the proposal will be monitored:

- Regular comparison of the number of applications received under the new process compared to the previous one.
- Feedback collection from individuals, families, care managers and One for All staff regarding their experience with the process and the associated charge.
- Monitoring split of digital versus in person applications
- Collating complaints and representation

5b) When is the evaluation of the proposal due to be reviewed?

This will likely be reviewed within 24 months after its implementation. This timeline allows for a sufficient data collection period to assess the effectiveness and impact of the charge(s).

5c) Who is responsible for the monitoring and review of the proposal?

The responsibility for the monitoring and review of the proposal lies with the Adult Services management team, in collaboration with Highways and One for All staff. Designated officers will be assigned to oversee the tracking of requests and the financial and wider resource implications of the proposal.

5d) How will the results of the monitoring be used to develop future proposals?

The results of the monitoring will be used to inform the development of future proposals by identifying trends in demand, assessing the delivery of the service, and gathering insights from stakeholder feedback. This information will guide potential adjustments to the process, and any additional support that may be needed for individuals.

SECTION 6 – REVIEW

As part of the Impact Assessment process all proposals that fall within the definition of ‘Key Decisions’ must be submitted to the Review Panel. This panel is made up of officers from across Council Services and acts as a critical friend before your proposal is finalised and published for SLT/Cabinet approval.

If this proposal is a Key Decision, please forward your impact assessment to Councilbusiness@rctcbc.gov.uk for a Review Panel to be organised to discuss your proposal. The EqlA guidance document provides more information on what a Key Decision is.

It is important to keep a record of this process so that you can demonstrate how you have considered equality and socio-economic outcomes. Please ensure you update the relevant sections below.

Officer Review Panel Comments	Date Considered	Brief description of any amendments made following Officer Review Panel considerations
Consultation Comments	Date Considered	Brief description of any amendments made following consultation

SECTION 6 – SUMMARY OF IMPACTS FOR THE PROPOSAL

Provide below a summary of the impact assessment. This summary should be included in the equality and socio-economic impact section of the Cabinet report template. The impact assessment should be published alongside the report.

SECTION 7 – AUTHORISATIONS

Lead Officer:

Name: Mari Ropstad

Position: Head of Service

Date: 14/05/25

I recommend that the proposal:

- Is implemented with no amendments. ☐
- Is implemented taking into account the mitigating actions outlined. ☒
- Is rejected due to disproportionate negative impacts on protected groups or socio-economic disadvantage. ☐

Head of Service/Director Approval:

Name: Sian Nowell

Position: Head of Adult Services

Date: 14/05/25

Please submit this impact assessment with any SLT/Cabinet Reports.