

Budget Impact Assessment - First Stage

1. Details of the budget proposal

Budget proposal description and summary: ENVT906 (£50k) Staff Parking Permits
Service Area: Parking Services, Engineering & Transport
Directorate: Environment

2. Does the budget proposal affect:

	Yes	No
Service users		✓
Staff	✓	
Wider community		✓
Internal administrative process only	✓	

3. Does the budget proposal impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age		✓			L	Will only have a financial impact on staff who choose to participate in the scheme.
Disability		✓			L	Will only have a financial impact on staff who choose to participate in the scheme.
Gender Reassignment		✓			L	Will only have a financial impact on staff who choose to participate in the scheme.
Marriage/Civil Partnership		✓			L	Will only have a financial impact on staff who choose to participate in the scheme.

Pregnancy/Maternity		✓			L	Will only have a financial impact on staff who choose to participate in the scheme.
Race		✓			L	Will only have a financial impact on staff who choose to participate in the scheme.
Religion/Belief		✓			L	Will only have a financial impact on staff who choose to participate in the scheme.
Sex		✓			L	Will only have a financial impact on staff who choose to participate in the scheme.
Sexual orientation		✓			L	Will only have a financial impact on staff who choose to participate in the scheme.

4. Does the budget proposal impact on:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/ How might it
People's opportunities to use the Welsh language		✓			L	
Treating the Welsh language no less favourably than English		✓			L	

5. Does the budget proposal embrace the sustainable development principle (5 ways of working):




	Yes	No	Details
Long term - how the budget proposal supports the long term well-being of people	✓		Whilst this proposal does have a negative financial impact on staff, parking fees were originally introduced in 2011 as part of a package of measures to safeguard employment. Parking fees were reduced in 2013 as part of a collective agreement and in recognition of pay contributions made by employees under that collective agreement. The increase in parking fees

			proposed now does not raise parking fees back to pre-2013 levels, will support the Council's financial position and long term ultimately contribute to safeguarding employment. Once a job is redundant, that job no longer exists for future generations. If parking fees are not increased or removed altogether, this will require job losses within the Environment Directorate.
Integration - how the budget proposal impacts upon our wellbeing objectives		✓	The only action that could be undertaken to prevent any negative impact would be to not increase any charges
Involvement - how people have been involved in developing the budget proposal	✓		Public consultation from November 2018 to 11 th January 2019. Consultation has taken place with recognised Trade Unions.
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions		✓	No collaboration required
Prevention - how the budget proposal will prevent problems occurring or getting worse	✓		The increase in staff prices will help protect against compulsory redundancies.

6 Declaration - based on above assessment (tick as appropriate)

A full impact assessment (second stage) is not required	✓
Reasons for this conclusion	
This is a non-statutory service and the majority of the impacts on the proposal are low.	

A full impact assessment (second stage) is required	
Reasons for this conclusion	

	Name	Position	Signature	Date
Completed by	Steven Cook	Parking Manager		21. 11. 18
Signed off by	David W Griffiths	Head of Service		22. 11. 18.
Signed off by	Sheenagh Rees	Head of Human Resources		26 11 18