Budget Impact Assessment - First Stage

1. Details of the budget proposal

Budget proposal description and summary: Staff parking Permits (ENVT901) (50K).
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.

	Yes	No	None/Neglig ible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/ How might it impact?
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/ Neglig ible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/ How might it impact?
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, and 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 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**		
Signed off by	**David W Griffiths**	**Head of Service**		
	Sheenagh Rees	**Head of Human Resources**		