

Equality Impact Assessment

Protected characteristics under the Equality Act and groups with increased vulnerability	Data and insight	Equality considerations (including any adverse impacts)	Mitigation activities	Responsible department and timeframe for implementing mitigation activities
Age	<p>18 per cent of Torbay residents are under 18 years old.</p> <p>55 per cent of Torbay residents are aged between 18 to 64 years old.</p> <p>27 per cent of Torbay residents are aged 65 and older.</p>	<p>There is no differential impact as the promotion is for all drivers with a licence regardless of age</p>		
Carers	<p>At the time of the 2021 census there were 14,900 unpaid carers in Torbay. 5,185 of these provided 50 hours or more of care.</p>	<p>It is anticipated that car parks may be busier than usual during the promotional period which may mean that people with disabilities find it more difficult to park. However, the Council will provide disabled parking throughout the Bay as usual throughout the promotional period.</p> <p>The promotion enables people with disabilities to stay longer in car parks at the discounted rate. No adverse impacts are anticipated.</p>		
Disability	<p>In the 2021 Census, 23.8% of Torbay residents answered that their day-to-day activities were limited a little or a lot by</p>	<p>It is anticipated that car parks may be busier than usual during the promotional period which may mean that people with disabilities find it more difficult to park.</p>		

	a physical or mental health condition or illness.	<p>However, the Council will provide disabled parking throughout the Bay as usual throughout the promotional period.</p> <p>The promotion enables people with disabilities to stay longer in car parks at the discounted rate. No adverse impacts are anticipated.</p>		
Gender reassignment	In the 2021 Census, 0.4% of Torbay's community answered that their gender identity was not the same as their sex registered at birth. This proportion is similar to the Southwest and is lower than England.	There is no differential impact as this promotion is available to all drivers.		
Marriage and civil partnership	Of those Torbay residents aged 16 and over at the time of 2021 Census, 44.2% of people were married or in a registered civil partnership.	There is no differential impact as this promotion is available to all drivers.		
Pregnancy and maternity	Over the period 2010 to 2021, the rate of live births (as a proportion of females aged 15 to 44) has been slightly but significantly higher in Torbay (average of 63.7 per 1,000) than England (60.2) and the South West (58.4). There has been a notable fall in the numbers of live births since the middle of the last decade across all geographical areas.	There is no differential impact as this promotion is available to all drivers.		
Race	In the 2021 Census, 96.1% of Torbay residents described their ethnicity as white. This	There is no differential impact as this promotion is available to all drivers.		

	is a higher proportion than the South West and England. Black, Asian and minority ethnic individuals are more likely to live in areas of Torbay classified as being amongst the 20% most deprived areas in England.			
Religion and belief	64.8% of Torbay residents who stated that they have a religion in the 2021 census.	There is no differential impact as this promotion is available to all drivers.		
Sex	51.3% of Torbay's population are female and 48.7% are male	There is no differential impact as this promotion is available to all drivers.		
Sexual orientation	In the 2021 Census, 3.4% of those in Torbay aged over 16 identified their sexuality as either Lesbian, Gay, Bisexual or, used another term to describe their sexual orientation.	There is no differential impact as this promotion is available to all drivers.		
Armed Forces Community	In 2021, 3.8% of residents in England reported that they had previously served in the UK armed forces. In Torbay, 5.9 per cent of the population have previously served in the UK armed forces.	There is no differential impact as this promotion is available to all drivers.		
Additional considerations				
Socio-economic impacts (Including impacts on child poverty and deprivation)		This promotion is positive for those wishing to park in the nominated car parks for longer.		

Public Health impacts (Including impacts on the general health of the population of Torbay)		There is no differential impact as this promotion is available to all drivers.		
Human Rights impacts		There is no differential impact as this promotion is available to all drivers.		
Child Friendly	Torbay Council is a Child Friendly Council and all staff and Councillors are Corporate Parents and have a responsibility towards cared for and care experienced children and young people.	There is no differential impact as this promotion is available to all drivers.		