

# Equality Impact Assessment

Refer to the How to Make an Equality Impact Assessment leaflet for help completing this form. You are also welcome to contact Delyth Williams, Policy and Equality Officer on ext 32708, or [DelythGadlysWilliams@gwynedd.gov.wales](mailto:DelythGadlysWilliams@gwynedd.gov.wales), for further assistance.

The Council is required (under the Equality Act 2010) to consider the effect that a change in any policy or procedure (or the creation of a new policy or procedure), will have on people with protected equality characteristics. The Council also has additional general duties to ensure fairness and foster good relationships. An Equality Impact Assessment must therefore be carried out in a timely manner before a decision is made on any material change (i.e. which has an impact on people with a protected characteristic).

## I Details

### 1.1 What is the name of the policy/service in question?

Parking Plan Update Report 2026

### 1.2 What is the purpose of the policy/service being created or changed? What changes are being considered?

The proposed changes aim to:

2. Implement due savings plans that require further consideration.
  - 2.1 Modification of Band 2 long stay parking fee structure.
  - 2.2 Extend enforcement hours in short-stay car parks.

These changes are necessary to address a significant budget shortfall faced by Gwynedd Council's Environment Department.

### 1.3 Who is responsible for this assessment?

Gerwyn Jones, Assistant Head – Department of Environment  
Ceri Thomas – Parking and Street Works Manager

#### **1.4 When did you start the assessment? What version is this?**

Equality issues have been taken into account as the proposals are developed. These are included in this assessment prepared in January 2026.

## **2) Activism**

#### **2.1 Who are the partners who will have to work with them to carry out this assessment?**

Parking Service

Finance Department

#### **2.2 What steps have you taken to engage with people with protected characteristics, about the Welsh language or with communities (either due to location or need) who live with socio-economic disadvantage?**

The consultation process and the issuance of a press notice are part of the procedure and members of the public can make their comments or objections or give a positive opinion through this statutory process.

It is imperative that the Council advertise the proposed changes in the local newspapers as well as display the information (including the new fees) in a prominent position in the affected car parks.

There will be no change to a parking scheme for disabled people.

#### **2.3 What was the outcome of the engagement?**

	Summary of feedback	Comments / Council Response
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Caernarfon Town Council	<p>Town Council are concerned about the impact of the extended charging period on people needing to go to shops and residents. Specific reference to not changing the enforced hours in the Victoria Dock car park (Shell Site) due to use by people attending the surgery.</p>	<p>Thanked them for the feedback received and appreciate the time taken to submit the comments. Full consideration will be given to all feedback received before implementing any change.</p> <p>It was highlighted that the Victoria Dock car park (Shell Site) is not affected by the proposed changes. The minimum waiting period of 4 hours is already in place at this location, and there are no plans to change it.</p>
Bethesda Community Council	<p>Community Council considers that Cae Star car park charges should be abolished altogether. He claims that car park use has decreased since the introduction of charges and believes that a reduction in the number of motorists parking on yellow lines on the high street would decrease if the car park was free.</p>	<p>Thanked them for the feedback received and appreciate the time taken to submit the comments. Full consideration will be given to all feedback received before implementing any change.</p> <p>I would like to highlight that this car park contributes vital income to the Council. This contributes not only for the maintenance, conservation and management of the resource but also to fund essential services that are widely used by communities across the County, including the residents of Bethesda themselves. This income is part of our efforts to maintain services in extremely challenging financial circumstances.</p> <p>We must ensure that our policies are fair and consistent across the County, in order to uphold principles of financial consistency and sustainability.</p> <p>In addition, unlike many other towns, Bethesda already has two free car parks available to the public, offering an alternative for those wishing to avoid parking costs.</p> <p>Note – the Council offers an annual or local parking ticket which is proof of value for money (as little as 40p per day).</p>
Barmouth Town Council	Thanks for the information - no comments.	Thanked them for the feedback received.
Criccieth Town Council	Town Council recommends offering 1 hour free to everyone in Y Maes car park to encourage more people to shop on the high street and park off the street.	Thanked them for the feedback received and appreciate the time taken to submit the comments. Full consideration will be given to all feedback received before implementing any change.

	<p>Also opposing the change to the fee structure of long stay car parks because many locals and visitors use the car parks for walks. Concern would be an increase in the number of people parking on the street or not visiting at all.</p> <p>There was a specific reference to a reduction in the money received by the Town Council through the 10% scheme.</p>	<p>With relevance to the 10% income scheme: It was highlighted that there is no certainty that the level of income will remain the same or increase from one year to the next, as a number of factors can influence the number of people using the car parks. The weather, changes in travel patterns, and local issues such as the availability of parking at nearby locations or the number of people buying an annual parking ticket can all have a significant impact. For example, this year there has been a noticeable pull to beaches and lakes over the summer due to the dry weather, and there have been parking problems in some new locations as a result.</p>
Cyngor Cymuned Llanfair	<p>A Community Council opposes the changes to the fees and time due to the potential impact on a neighbouring café and local residents who use the car park to take a walk to the beach.</p>	<p>Thanked them for the feedback received and appreciate the time taken to submit the comments. Full consideration will be given to all feedback received before implementing any change.</p>
Councillor Gwilym Evans, Llanberis	<p>The councillor submits a request to keep the payment period the same in order to alleviate the impact on local residents.</p>	<p>Thanked them for the feedback received and appreciate the time taken to submit the comments. Full consideration will be given to all feedback received before implementing any change.</p> <p>Note – the Council offers an annual or local parking ticket which is proof of value for money (as little as 40p per day).</p>

## 2.4 On the basis of what other evidence are you acting?

Financial reports identify the budget shortfalls. These schemes contribute towards the Council's funding gap.

Previous parking fee structure reviews.

Fee comparisons with neighbouring Local Authorities.

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**2.5 Are there any boxes in the evidence that need to be collected?**

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### 3) Identifying the Impact

3.1 The Council must pay due attention to the impact that any changes will have on people with the characteristics of equality below. What is the impact that the new policy or service or proposed changes will have on people with these characteristics? Feel free to add other features if you wish.

Telugu	What kind of impact? *	In what way? What is the evidence?
<b>Race (including nationality)</b>	Neutral	A change to the fee structure is likely to affect local residents and visitors alike.
<b>The Welsh language</b>	None	We will continue to ensure that signage and any new software are bilingual.
<b>Disability</b>	Positive	No changes to the blue badge scheme are proposed so it does not anticipate a specific impact for disabled people.
<b>Gender</b>	None	Nothing predicts a gender-specific effect.
<b>Age</b>	Positive	It seems that more elderly people tend to be disabled so a higher percentage of older people will not pay for parking.
<b>Sexual orientation</b>	None	Nothing predicts a specific effect in terms of gender orientation.
<b>Religion or belief (or lack of belief)</b>	None	Nothing predicts a specific effect in terms of religion or belief (or lack of belief).
<b>Gender reassignment</b>	None	Nothing predicts a specific effect in terms of gender reassignment.
<b>Pregnancy and maternity</b>	None	None predict a specific impact in terms of pregnancy and maternity.
<b>Marriage and civil partnership</b>	None	Nothing predicts a specific impact in terms of marriage and civil partnership.

**3.2 The Council has a duty under the Equality Act 2010 to contribute positively to a fairer society by promoting equality and good relationships in its activities in the areas of age, gender, sexual orientation, religion, race, transgender, disability and pregnancy and maternity. The Council must pay due attention to the way in which any change affects these duties.**

<b>General Duties of the Equality Act</b>	<b>Does it have an effect?*</b>	<b>In what way? What is the evidence?</b>
<b>Removing unlawful discrimination, harassment and victimisation</b>	Yes	<p>It is true to say that families who have a disabled person in the family tend to be poorer.</p> <p>We as a Council will continue not to charge disabled people a parking fee so that they can access shopping and other services as usual.</p>
<b>Promoting equal opportunities</b>	Yes	<p>An increase in the parking structure can make things more difficult for those with the small salaries.</p> <p>It must also be borne in mind that the Council offers an Annual Parking Pass. The ticket allows holders to park in any long-stay parking lot throughout the County without a time limit. In line with this review, there is a recommendation to increase the cost for this ticket from £140 to £145 per annum (to accommodate inflation). Ticket holders who use the car park on a daily basis would pay £12.08 per month, which is equivalent to 40p per day. We believe that the token continues to offer value for money.</p> <p>This can be a suitable solution for people on low wages.</p> <p>We are also offering residents a parking ticket to buy for £75 a year. We appreciate that the shortage of parking spaces outside homes is a problem due to an increase in the number of vehicles. This ticket offers residents parking in the Long Stay car park nearest to their home.</p>
<b>Building good relationships</b>	Yes	While keeping the blue badge scheme the same and parking remains free for disabled people, they continue to be able to get out and socialize with the community.

#### 4) Analysis of the results

##### 4.1 Is the policy therefore likely to have a significant, positive impact on any of the equality features or the General Duty? What is the reason for this?

No changes to the blue badge scheme will be proposed. Blue badge holders continue to have free parking in our car parks and are allowed to park on double yellow lines for a period of up to 3 hours.

While keeping the blue badge scheme the same, they continue to be able to go out and socialize with the community without having to worry about additional costs.

##### 4.2 Is the policy therefore likely to have a significant, negative impact on any of the equality features or the General Duty? What is the reason for this?

No.

##### 4.3 What should be done?

Choose one of the following:

Continue with the policy/service as it is robust	<input checked="" type="checkbox"/>
Modify the policy to remove any barriers	<input type="checkbox"/>
Suspend and remove the policy as the harmful effects are too great	<input type="checkbox"/>
Continue the policy because any adverse impact can be justified	<input type="checkbox"/>

##### 4.4 If you continue with the plan, what steps will you take to reduce or mitigate any negative impacts?

Not applicable.

**4.5 If you do not take further action to eliminate or reduce negative effects, explain why here.**

**5) Monitoring**

**5.1 What steps will you take to monitor the impact and effectiveness of the policy or service (action plan)?**

We will continue to monitor the use of our car parks.