

City of York Council

Equalities Impact Assessment

(April 2025)

Who is submitting this proposal?	
Directorate	Place
Service Area	Highways and Transport
Name of Proposal	Park and Ride Site Improvements
Lead Officer	Tom Horner
Date assessment completed	24/04/2025

Names of those who contributed to the assessment			
Name	Job Title	Organisation	Area of Expertise
Tom Horner	Head of Transport Policy and Travel Behaviour	City of York Council	Strategy and policy
Jacob Milner	Project Manager	Turner & Townsend	Project Management
Lara Thornton	Communications Manager	City of York Council	Engagement

Step 1	Aims and intended outcomes
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1.1	What is the purpose of the proposal
	Please explain your proposal in Plain English avoiding acronyms and jargon.
	<p>Five of York's six Park and Ride sites have been identified for improvement. £4.25m has been secured to deliver a range of measures to improve the user experience of the Park and Ride sites, to improve accessibility, to deliver better connections between different types of transport and to improve security.</p> <p>The proposed works to be implemented are;</p> <ul style="list-style-type: none"> • Across all sites (Poppleton Bar, Rawcliffe Bar, Monks Cross, Grimston Bar and Askham Bar) <ol style="list-style-type: none"> 1. Improve site security 2. Upgrade accessible parking bays 3. Accessible electric vehicle charging 4. Upgrade lighting 5. Basic repairs, lining and signing 6. Defibrillators 7. New cycle lockers 8. Bike repair stands 9. Parcel lockers 10. Increased electric vehicle charging where feasible. 11. E-scooter parking areas 12. New real time bus information • Site specific: Rawcliffe Bar <ol style="list-style-type: none"> 1. New overnight parking area 2. Relocated oversized vehicle parking 3. New cover for existing cycle parking

4. Refurbishment of existing building
5. New canopy to provide improved passenger shelter & information
6. Upgraded building security
7. New bus stand and shelter

- **Site specific: Monks Cross**

1. Canopy for existing cycle parking
2. Refurbished toilets and waiting area
3. Improved building security

- **Site Specific: Grimston Bar**

1. Replacement of toilet block and ticket office with a new building located optimally for the bus stop.
2. Provision of a changing places compliant facility
3. Improvements to layout and paving
4. Landscaping works
5. Upgrade existing oversized vehicle parking area

- **Site Specific: Askham Bar**

1. New overnight parking area
2. Relocated oversized vehicle parking area
3. Additional bus/coach stop location

Due to Poppleton Bar being a newer site, the improvements there comprise the 12 items listed in the all sites section.

1.2	Are there any external considerations?
	Legislation / government directive / codes of practice etc.)
	<p>Equality Act 2010: Link to Equality Act: Link to the Equality Act 2010</p> <p>LGA New Conversations: Link to LGA New Conversations: Link to LGA New Conversations</p> <p>Nesta new operating models Upstream Collaborative: Link to Introducing New Operating Models for Local Government</p> <p>Inclusive Mobility. A Guide to Best Practice on Access to Pedestrian and Transport Infrastructure</p> <p>Cycle infrastructure design (LTN 1/20) - GOV.UK</p>

1.3	Who are the stakeholders and what are their interests?
	These will be internal (employees or contractors) or external (people living in our communities)
	<p>External stakeholders are anyone who uses, could use, or may use, York's Park and Ride Service.</p> <p>Groups the Council works with that have an interest in the project include, York Access Forum, York Bus Forum, York Tourism Advisory Bureau, Make it York, York Business Improvement District. All have been briefed on the proposals and their comments have influenced the subsequent works package.</p> <p>Internal stakeholders include, the Equality Officer, Property Services, Public Transport, Highways, Finance, Drainage, Street Lighting and Information Governance.</p> <p>Methods of delivery and engagement with stakeholders are categorised below.</p> <ul style="list-style-type: none"> • public spaces and libraries. • fully accessible online engagement platform

	<ul style="list-style-type: none"> • social media & digital comms • media campaign to raise profile of the consultation period and share case studies of different users. • In person engagement at Park and Ride sites. • Conversations and briefings for interested groups/internal stakeholders.
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1.4	What results/outcomes do we want to achieve and for whom?	
	This section should explain what outcomes you want to achieve for service users, staff and/or the wider community. Demonstrate how the proposal links to the Council Plan and other corporate strategies and plans.	
	The objectives of The Project are:	
	Objective	Action
	1. Optimise multi modal opportunities across Park and Ride sites	Provide car club spaces, cycle parking improvements, micromobility parking, EV charging improvements and interchange opportunities for coach and bus to Leeds at Askham Bar.
	2. Improve Park and Ride patronage	Through better facilities and new elements to the product (overnight parking at Askham Bar and Rawcliffe Bar) plus additional bus service improvements (outside the scope of this project) Park and Ride should be a more attractive option.
	3. Improve accessibility	Install two changing places facilities, improve accessible parking space markings and access to bus stops. EV charging for accessible spaces.

	4. Raise cycle locker usage by 60% over each of the five sites by 2027.	Install improved cycle lockers with simple electronic access and booking plus increase promotion of the service.
	5. Reduce ongoing maintenance liability of older sites	Rawcliffe Bar and Grimston Bar in particular are approximately 30 years old, new and/or refurbished buildings plus improved lighting and drainage at other sites will reduce ongoing cost to the Council and the Park and Ride contract holder.
	6. Improved user safety – zero incidents on site target from 2027.	Update road layouts, improved site security through barriers, lighting and CCTV upgrades and path upgrades.
	7. Expand the use of sites as community hubs	Provision of parcel lockers, potential additional services and other commercial opportunities to be explored in line with the report recommendations.
	<p>The Plan</p> <p>The Councils Bus Service Improvement Plan contains the rationale behind the Park and Ride Site Improvement project and is available at the link below; Annex A York BSIP.pdf</p> <p>1. Improving facilities at Park and Ride sites contributes towards all four Council Plan commitments.</p> <ul style="list-style-type: none"> a. Equalities and Human Rights. The proposed projects include improved accessible parking, electric vehicle charging for accessible parking spaces, more accessible real time information, changing places facilities and improved accessible toilets. All of which benefit protected groups. b. Affordability. Park and Ride offers a more affordable way of parking a car and accessing York. Enabling people to park overnight at the sites will offer opportunities for people who need to drive, but cannot afford to park in central York to access the City Centre. 	

	<p>c. Climate. Reducing the number of cars coming into York City Centre and replacing the final leg of the trip with a bus journey reduces carbon emissions.</p> <p>d. Health. Shifting car journeys onto an electric bus improves air quality within the city, thereby having a knock-on positive impact on respiratory conditions.</p>
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Step 2		Gathering the information and feedback	
2.1	What sources of data, evidence and consultation feedback do we have to help us understand the impact of the proposal on equality rights and human rights?		
	Please consider a range of sources, including: consultation exercises, surveys, feedback from staff, stakeholders, participants, research reports, the views of equality groups, as well your own experience of working in this area etc.		
	Source of data / supporting evidence		Reason for using
	Key bus user stakeholder groups: Bus forum, EP Forum		Key groups with direct experience and offering valuable guidance
	Accessibility stakeholder groups: York Access Forum		Key groups with direct experience and offering valuable guidance
	Business and tourism groups: Visit York, Make it York, FSB, TAB, Chamber of Commerce		Key potential users and high demand both for visitors and for staff

	Survey – online and off-line versions	To gather feedback from as wide a geographical and demographic sample as possible
	External data – e.g. National Travel Survey	Identifies trends and patterns for different types of transport user. I.e. NTS 2023: Trends in public transport use and multi-modal public transport trips - GOV.UK
	In person events	To target commuters and leisure users, plus offer local residents an opportunity to discuss with the team

Step 3		Gaps in data and knowledge	
3.1	What are the main gaps in information and understanding of the impact of your proposal?		
	Please indicate how any gaps will be dealt with.		
	Gaps in data or knowledge		Actions to deal with this
	How and when residents and non-residents would use overnight parking,		Further work to understand likely demand, identification of parking areas that can be easily expanded should demand exceed expectations.
	Likely car club use		Market testing

Step 4		Analysing the impacts or effects		
4.1	Please consider what the evidence tells you about the likely impact (positive or negative) on people sharing a protected characteristic, i.e. how significant could the impacts be if we did not make any adjustments?			
	Remember the duty is also positive – so please identify where the proposal offers opportunities to promote equality and/or foster good relations.			
	Equality Groups and Human Rights	Key Findings / Impacts	Positive (+) Negative (-) Neutral (0)	High (H) Medium (M) Low (L)
	Age	Young people (17-20) are the age group most likely to use the bus and people aged 70 or over are also one of the highest user groups. The improvements to waiting areas will enable a far better place to sit and wait for a bus than is currently the case, particularly at Grimston Bar which will be of significant benefit to those in older age groups.	+	M

	Disability	The proposals will deliver two new changing places compliant facilities, improved waiting areas, better access to the bus stops, improved and more accessible parking spaces and electric vehicle charging provision for accessible spaces.	+	H
	Gender	Not considered to be impacted as part of the Park and Ride site improvements.	0	
	Gender Reassignment	Not considered to be impacted as part of the Park and Ride site improvements.	0	
	Marriage & Civil Partnership	Not considered to be impacted as part of the Park and Ride site improvements.	0	
	Pregnancy & Maternity	Improved layouts and facilities at Rawcliffe Bar and Grimston bar will provided vastly improved baby changing provision.	+	M
	Race	Not considered to be impacted as part of the Park and Ride site improvements.	0	
	Religion & Belief	Not considered to be impacted as part of the Park and Ride site improvements.	0	
	Sexual Orientation	Not considered to be impacted as part of the Park and Ride site improvements.	0	

	Other socio-economic groups (inc)	Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?	Positive (+) Negative (-) Neutral (0)	High (H) Medium (M) Low (L)
	Carer	Not considered to be impacted as part of the Park and Ride site improvements.	0	
	Low Income Groups	Lower income visitors to York coming by car are highly likely to use Park and Ride over city centre car parking. Cheaper overnight parking opportunities will make a city break more affordable.	+	M
	Veterans & armed forces community	Not considered to be impacted as part of the Park and Ride site improvements.	0	

	Impact on Human Rights	Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?	Positive (+) Negative (-) Neutral (0)	High (H) Medium (M) Low (L)
	n/a			

Use the following guidance to inform your responses:

Positive (+)	Where you think that the proposal could have a positive impact on any of the equality groups like promoting equality and equal opportunities or improving relations within equality groups
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Negative (-)	Where you think that the proposal could have a negative impact on any of the equality groups, i.e. it could disadvantage them.
Neutral (0)	Where you think that this proposal has a NEUTRAL effect on any of the equality groups listed below i.e. it has no effect currently on equality groups.
It is important to remember that a proposal may be highly relevant to one aspect of equality and not relevant to another.	

High impact (The proposal or process is very equality relevant)	<ul style="list-style-type: none"> • There is significant potential for or evidence of adverse impact • The proposal is institution wide or public facing • The proposal has consequences for or affects significant numbers of people • The proposal has the potential to make a significant contribution to promoting equality and the exercise of human rights.
Medium impact (The proposal or process is somewhat equality relevant)	<ul style="list-style-type: none"> • There is some evidence to suggest potential for or evidence of adverse impact • The proposal is institution wide or across services, but mainly internal • The proposal has consequences for or affects some people • The proposal has the potential to make a contribution to promoting equality and the exercise of human rights
Low impact (The proposal or process might be equality relevant)	<ul style="list-style-type: none"> • There is little evidence to suggest that the proposal could result in adverse impact • The proposal operates in a limited way • The proposal has consequences for or affects few people • The proposal may have the potential to contribute to promoting equality and the exercise of human rights

Step 5	Mitigating adverse impacts and maximising positive impacts
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5.1	Based on your findings, explain ways you plan to mitigate any unlawful prohibited conduct or unwanted adverse impact.
	Where positive impacts have been identified, what is been done to optimise opportunities to advance equality or foster good relations?
	<p>No unlawful prohibited conduct or unwanted adverse impact has been identified as a result of the proposals.</p> <p>Relating to the positive interventions, further work can be undertaken as part of the design process to ensure that the proposals are focussed on the requirements of disabled users and other groups with protected characteristics.</p>

Step 6		Recommendations and conclusions of the assessment	
6.1	Having considered the potential or actual impacts you should be in a position to make an informed judgement on what should be done.		
	In all cases, document your reasoning that justifies your decision. There are four main options you can take:		
	Option Selected	Conclusions / Justification	
	No major change to the proposal	Engagement has been undertaken with a wide range of members of the public and key stakeholders, including York Access Forum, in developing the proposals.	

		Key interventions have been included that will support improved accessibility and improved facilities at Park and Ride sites.
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Step 7		Recommendations and conclusions of the assessment		
7.1	What action, by whom, will be undertaken as a result of the impact assessment.			
	List all recommendations, who is responsible and any timescales.			
	Impact / Issue	Action to be taken	Person Responsible	Timescale
	Detailed design needs to reflect user requirements	Work with the equality officer to ensure that as designs progress, the requirements of disabled users of the sites are fully considered.	Tom Horner	Ongoing – to completion of detailed design. Estimated. March 2026.

Step 8		Recommendations and conclusions of the assessment	
8.1	How will the impact of your proposal be monitored and improved upon going forward?		
	Consider how will you identify the impact of activities on protected characteristics and other marginalised groups going forward? How will any learning and enhancements be capitalised on and embedded?		
	<ul style="list-style-type: none">An engagement framework to be produced following this process to support council officers with ongoing engagement with Park and Ride users - bringing together the different frameworks that currently exist for different audiences.		

- Further work with the Park and Ride operator to ensure any passenger/site user surveys ask targeted questions to understand the benefit, or otherwise, achieved by the project proposals.

ENDS