

## Integrated Impact Assessment – Summary Report - Final

### 1. Title of proposal

Cumulative Integrated Impact Assessment (CIIA) on the officer budget proposals for financial year 2025/26.

### 2. What will change as a result of this proposal?

The revenue savings proposals aim to provide efficiencies and savings and allow the Council to continue to meet its statutory responsibilities, thereby maximising the level of investment available for priority services.

### 3. Briefly describe public involvement in this proposal to date and planned

From April to June 2024 a budget engagement exercise was conducted with Edinburgh residents. The results of this were [reported to the Finance and Resources Committee](#) on 19 September 2024.

The same questions used in this public engagement exercise were repeated in a colleague engagement exercise running from 3 October 2024 to 31 October 2024. The results of this [reported to Finance and Resources Committee](#) on 4 February 2025 along with a summary of the budget consultation undertaken with Edinburgh residents between 20 November 2024 and 14 January 2025, on officer proposals to balance the budget for financial year 2025/26.

### 4. Is the proposal considered strategic under the Fairer Scotland Duty?

The overall Revenue Budget Framework is considered strategic under the Fairer Scotland Duty, insofar as individual budget proposals may be found to have a cumulative socio-economic impact. Socio-economic impacts are considered in each individual budget IIA.

### 5. Date of CIIA

4 December 2024 and 30 January 2025

6. Who was present at the IIA? Identify facilitator, lead officer, report writer and any employee representative present and main stakeholder (e.g. Council, NHS)

Name	Job Title	Date of IIA training
Ruth Baxendale – report writer	Senior Policy and Insight Officer	IIA trainer
Fraser Rowson	Principal Accountant	23 January 2019
David Porteous	Strategy Manager (Insight)	
Molly Banks (4/12/24 only)	Principal Accountant	30 January 2025
Liam MacDonald (300125 only)	Principal Accountant	

7. Evidence available at the time of the IIA

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
Data on populations in need – where available use disaggregated data		N/A for cumulative IIA. The purpose of the cumulative IIA is to consider whether any impacts arise as a result of the <i>cumulative effect</i> of smaller impacts identified within individual IIAs. These individual IIAs have considered the appropriate evidence in relation to the corresponding budget proposal.
Data on service uptake/access		As above - N/A for cumulative IIA
Data on socio-economic disadvantage e.g. low income, low wealth, material deprivation, area deprivation		As above - N/A for cumulative IIA
Data on equality outcomes		As above - N/A for cumulative IIA
Research/literature evidence		As above - N/A for cumulative IIA

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
Public/patient/client experience information		As above - N/A for cumulative IIA
Evidence of inclusive engagement of people who use the service and involvement findings		3,260 residents participated in the budget consultation. Detailed reporting on who participated (participant demographics by age and sex) and the feedback received was <a href="#">reported to the Finance and Resources Committee</a> on 4 February 2025, along with a summary of the feedback received from the 124 colleagues who participated in the colleague budget engagement.
Evidence of unmet need		As above - N/A for cumulative IIA
Good practice guidelines		The Council's Consultation Framework
Carbon emissions generated/reduced data		As above - N/A for cumulative IIA
Environmental data		As above - N/A for cumulative IIA
Risk from cumulative impacts		Information on the impacts identified for each proposal provided by respective budget proposal lead officers has been used to undertake this cumulative impact assessment.
Other (please specify)		As above - N/A for cumulative IIA
Additional evidence required		As above - N/A for cumulative IIA

All evidence and data relevant to specific budget proposals are listed in corresponding IIAs. All budget proposal IIAs received were used as the basis for this CIIA. All IIAs and statements for 2025/26 can be accessed on the [Council website](#).

The team received six IIAs:

- **Council Tax Increase-** a proposed increase of Council Tax in 2025/26 by 5% or more;

- **Housing and Homelessness budget proposals** - to increase our access to suitable temporary accommodation and permanent accommodation for placements of homeless households;
- **Review Balance of Care and reduce external provision within Children's Services** – this includes increasing the capacity within the Council's fostering service, reducing the number of young people in out of authority residential placements and supporting more children and young people at home;
- **Proposed increase in parking charges** – a proposed increase of 10% in parking charges for 2025/26;
- **Pupil Support Assistants (PSA) in P1 & P2** – savings proposal to remove the 0.6 full-time equivalent (FTE) Pupil Support Assistant posts which had been allocated to each primary school in 2022; and
- **Transition Teachers** – savings proposal to remove funding for Transition Teachers across each Learning Community.

8. In summary, what impacts were identified and which groups will they affect?

Equality, Health and Wellbeing and Human Rights and Children's Rights	Affected populations
<p><b>Positive</b> The Council proposals seek to ensure as far as possible that all citizens can positively benefit from change proposals.</p> <p>This is based on the premise that change can mean different provision rather than less provision and that reconfiguring services is one way in which the Council can see to protect front line capacity.</p> <p>Specific groups where a cumulative positive impact was identified include disabled people, children and young people, vulnerable families and women.</p>	
<p><b>Council Tax Increase</b> Additional income raised increases the overall level of investment in public services in the city</p>	Edinburgh residents, businesses and visitors
<p><b>Housing and Homelessness budget proposals</b> The proposals aim to increase our access to suitable temporary accommodation and permanent accommodation for placements of homeless households.</p> <p>This will provide a better standard of accommodation and reduce the average homeless journey time.</p>	<p>All Those with disabilities are more likely to be living in accommodation that is unsuitable for them. A third of those presenting as homeless have</p>

Equality, Health and Wellbeing and Human Rights and Children's Rights	Affected populations
	mental health difficulties.
<p><b>Review Balance of Care and reduce external provision within Children's Services</b>  Children and young people will feel that they belong in Edinburgh and that they are being supported to live their best life and reach their ambition in a rights respected way as we build on strength and capacity so that children and their families will feel connected and get the right support at the right time.</p>	<p>Children, Young People and families who are receiving a social work service.</p> <p>Children affected by disabilities, their families and carers.</p> <p>Unaccompanied Asylum-Seeking Children</p> <p>Vulnerable families, children at risk of statutory measures</p>
<p>There are several positive impacts identified in the <b>proposal to increase in parking charges</b> which will impact on specific groups, which include: disabled people, as well as people with existing health conditions, children and young people, older people, families and people living in urban areas. The positive impacts include:</p> <ul style="list-style-type: none"> <li>• Pricing is a key parking demand management tool and price changes can greatly influence travel behaviour and discourage unnecessary car use. This will have a positive impact on reducing congestion and thus improving local air quality.</li> <li>• Managing Pay and Display (P&amp;D) charges can reduce demand, encourage turnover of spaces and ensure opportunities are available for those who need to park, such as people with mobility problems but who do not qualify for a disabled blue badge.</li> <li>• Discouraging unnecessary car use also encourages other more sustainable or active travel modes. This can have health benefits for those who have previously relied on predominantly sedentary car travel, by</li> </ul>	<p>All</p> <p>People with poor physical activity or existing health conditions</p> <p>All, people with; poor physical activity, existing health conditions and mental health conditions.</p> <p>All, Disabled people, Older people, Families</p>

Equality, Health and Wellbeing and Human Rights and Children's Rights	Affected populations
<p>encouraging them to walk more and for longer distances.</p> <ul style="list-style-type: none"> <li>Reducing incorrect parking on priority bus corridors can help to improve bus services and provide better access for other road users to facilities and amenities. Buses become more accessible as removing incorrect parking will allow them to draw up closer to the bus stop and kerbside to allow those with mobility impairments easier access.</li> <li>Price changes will not affect disabled blue badge holders who will continue to be able to park free of charge in pay and display places, disabled spaces and on yellow lines (outwith any loading prohibitions) for unlimited periods. Residential parking permits will also remain free of charge.</li> <li>Price changes can affect everyone, but they can be designed in such a manner as to tackle emission reductions from the most polluting vehicles, such as permit price bands or emissions-based pricing. Improving air quality will bring greater health benefits for people who live in, work and visit the city</li> <li>Parking charges may reduce unnecessary car travel and allow residents to park closer to their homes, reducing crime or the fear of crime.</li> <li>Reducing vehicle trips may enhance road safety by reducing the risk and number of road traffic collisions. Helping to achieve Vision Zero road safety objectives where no one is Killed or Seriously Injured (KSI) on Edinburgh's roads, where 75% of fatalities on Edinburgh's roads involve vulnerable road users such as; pedestrians, cyclists and children. The same could be said for improving parking opportunities, by reducing circling traffic and reducing instances where drivers are concentrating more on finding a parking space than on the road conditions ahead.</li> <li>Better parking management can create better streets for residents by preventing vehicles from</li> </ul>	<p>Disabled People</p> <p>Disabled people, Young People and children, Urban communities, staff.</p> <p>Women, lone people, families.</p> <p>Young people and children, Families, Older people, Disabled people, people on low incomes, Unemployed, Refugees and asylum seekers.</p> <p>People in urban areas, Disabled</p>

<b>Equality, Health and Wellbeing and Human Rights and Children's Rights</b>	<b>Affected populations</b>
<p>Parking inconsiderately on the footway or in public places.</p>	<p>people, Young people, Families</p>
<p>The following two proposals identify positive benefits to school staff posts, the majority of which are women.</p> <p><b>Pupil Support Assistants (PSA) in P1 &amp; P2</b> Staff in these post, which are no longer required to address the impact of COVID lockdowns on children's experience into P1 &amp; P,2 will be able to fill vacant PSA posts across other stages of their current school or another school within their learning community.</p> <p><b>Transition Teachers</b> Head Teachers (HTs) and TTs were made fully aware at the onset of the funding provision that this funding would not be permanent and that they will have effective and sustainable practice within their core teaching workforce which would support an exit strategy should this be necessary. Staffing impact will be mitigated by realigning Teaching staff taking account of normal staff turnover</p> <p>Staff in these posts which are no longer required to address the impact of COVID lockdowns on children's learning across P5 to S6 will be able to fill vacant teaching posts within their learning community.</p> <p>There will be no job losses if the proposal is approved. Staff in transition teacher posts will be relocated to teaching posts.</p>	<p>Existing PSA staff. The majority of staff in these posts are women.</p> <p>Transition teachers the majority of which are women.</p>
<p><b>Negative</b> Specific groups where a potential cumulative negative impact was identified include: groups vulnerable to poverty, disabled people, women, children and young people. There may be a cumulative negative impact of increased charges due to Council Tax and parking charges increases combined with other rising costs of living.</p>	
<p><b>Council Tax Increases</b></p>	

<b>Equality, Health and Wellbeing and Human Rights and Children's Rights</b>	<b>Affected populations</b>
<p>Reduction in household income. This does, however, need to be seen in the context of the comparatively small impact on overall household income. There is available support through the Council Tax Reduction Scheme and wider income maximisation activity to mitigate against this impact, as well as other mitigations outlined in the Council Tax IIA.</p> <p>The additional income raised furthermore increases the Council's ability to maintain, or supplement, targeted support to those in greatest relative need.</p>	<p>All groups but includes those on lower or fixed incomes, particularly those with more than one protected characteristic and thus more vulnerable to intersectional impacts. There is also likely to be a disproportionately negative effect on women and lower income families.</p> <p>The cumulative increase of this change, taking account of other proposed changes in fees and charges levels and relevant savings and investment proposals, also needs to be considered.</p>
<p><b>Housing and Homelessness budget proposals</b></p> <p>Potential for disruption to community, family and schooling caused by households being moved to different areas of the city. This impact may be small as households may have had little choice in the location of their current temporary accommodation. And these impacts will be overall lessened by faster transition to longer-term secure and suitable housing.</p>	<p>Women, who are more likely to have family caring roles.</p> <p>Children and young people.</p> <p>Those with mental health difficulties.</p>
<p><b>Review Balance of Care and reduce external provision within Children's Services</b></p>	<p>Children, Young People and families who are</p>



<b>Equality, Health and Wellbeing and Human Rights and Children's Rights</b>	<b>Affected populations</b>
<p>If we do not ensure the right supports are in place to safely return children and young people with more complex needs this might lead to a breakdown and more disruption for the children and their families.</p>	<p>receiving a social work service.</p> <p>Children affected by disabilities, their families and carers.</p> <p>Unaccompanied Asylum-Seeking Children</p> <p>Vulnerable families, children at risk of statutory measures</p>
<p><b>Pupil Support Assistants in P1 &amp; P2</b></p> <p>Staff in these posts may be concerned about changes to the class and children they work with. Support will be provided through the Managing Change policy and procedure, which will make PAM assist available for any staff who require this.</p> <p>Children will have become used to familiar adult in their learning environment. They will be supported through the usual approaches schools manage with children when a member of staff leaves or moves to a different part of the school.</p> <p>Teachers in P1/2 will have become used to the extra support provided by having an additional PSA in their classroom. They will be guided by the senior management team in the school on how to manage their classroom. If additional PSA support is required for any children with an additional support need, this will be provided through the existing audit process.</p>	<p>PSA staff. The majority of staff in this post are women.</p> <p>The children who know the PSA. Children with protected characteristics may be more negatively impacted than others by the removal of this post.</p> <p>Teachers who have had a PSA in their classroom.</p>
<p><b>Transition Teachers</b></p> <p>Staff in these posts may be concerned about changes to the class and children they work with. Support will be provided through the Managing Change policy and procedure, which will make PAM assist available for any staff who require this.</p> <p>Children will have become used to familiar adult in their learning environment. They will be supported through the usual approaches schools manage with children</p>	<p>Transition teachers. The majority are female.</p> <p>The role of the transition teacher varies from school to school; therefore, it is not</p>

Equality, Health and Wellbeing and Human Rights and Children's Rights	Affected populations
<p>when a member of staff leaves or moves to a different part of the school.</p> <p>Schools will have become used to the extra support provided by having an additional teacher in their learning community. They will be guided by the senior management team.</p>	<p>possible to define the specific characteristics of the pupils they work with across P5 to S2. Children with protected characteristics may be more negatively impacted than others by the removal of this post.</p>
<p>There are several potential negative impacts identified in the <b>proposal to increase in parking charges</b> which will impact on specific groups, which include: disabled people, women, older people, people living in urban areas, minority ethnic people and shift workers. The impacts include:</p> <ul style="list-style-type: none"> <li>• People may not feel safe walking, cycling or using public transport on their own, so may use their car or be driven by parents/guardians. Pricing may discourage car use or prevent such journeys taking place. People may also park elsewhere to avoid parking charges, in areas where they may feel less safe.</li> <li>• Some non-English speaking people may not understand the changes being made to prices or their pricing structures.</li> <li>• Parking controls do not operate for much of the evenings and overnight. However, some employees may need to pay for a few hours at the start or end of their shifts when controls apply during the day.</li> <li>• Price changes may discourage, stop or reduce the frequency of some visitors coming to visit friends and/or relatives who live in the CPZ as they may no longer be able to afford to park.</li> <li>• On-street parking price changes are unlikely to influence behaviour by drivers who park off street or who use private parking places in the city centre, such as workplace parking.</li> </ul>	<p>Young people, Women, lone people.</p> <p>Minority ethnic people and Refugees and asylum seekers</p> <p>Shift workers, Employees, staff.</p> <p>Older people, Families</p>

<b>Equality, Health and Wellbeing and Human Rights and Children's Rights</b>	<b>Affected populations</b>
	Urban communities, disabled people,

<b>Environment and Sustainability including climate change emissions and impacts</b>	<b>Affected populations</b>
<p><b>Positive</b> Positive impacts were identified to reduce carbon emissions, improve air quality and reduce noise pollution. This will have a positive impact on the groups who are disproportionately affected by the negative impacts of climate change, eg, older people, young children and babies, people with respiratory conditions, groups vulnerable to poverty, which could include women and ethnic minority groups.</p>	
<p><b>Council Tax Increases</b> Additional income raised from the increase can, subject to member decision, be used to supplement existing investment contributing positively to the Council's emissions reductions activity as well as wider environmental initiatives.</p>	All residents, as well as those who visit, work or study in the city
<p><b>Review Balance of Care and reduce external provision within Children's Services</b> Keeping young people at home in their own city and communities, reduces travel to and from school placements and for practitioner visits.</p>	<p>Children, Young People and families who are receiving a social work service.</p> <p>Children affected by disabilities, their families and carers.</p> <p>Unaccompanied Asylum-Seeking Children</p> <p>Vulnerable families, children at risk of statutory measures</p>
<p><b>Proposed increase in parking charges</b></p> <ul style="list-style-type: none"> <li>Price changes can influence travel behaviour and discourage car use, this can have a positive</li> </ul>	

Environment and Sustainability including climate change emissions and impacts	Affected populations
<p>impact on air quality and tackling climate change, as transport is the biggest generator of carbon emissions in Edinburgh.</p> <ul style="list-style-type: none"> <li>• Pricing will to focus on emission reductions and investigate emissions-based charging to incentivise and accelerate the use of low emission vehicles.</li> <li>• Reducing vehicle trips will help to reduce noise pollution from car travel which can be a significant problem for people living in busy city centre streets which have cobbles or where buildings are affected by heavy traffic (i.e. HGVs).</li> <li>• Increasing parking prices may make it more difficult for people to pay for parking using cash as more coins may need to be used to pay for the full parking time allowed (i.e. the maximum stay period). While notes in circulation may have increased recently, having the correct change or sufficient number of coins may be more problematic, as cashless use increases across the economy and in some shops/businesses. This could encourage more drivers to use cashless or contactless payment channels, allowing more ticket machines to be removed improving streetscape and reducing environmental impact of the vehicles required to service, collect and bank coins taken by the machines</li> </ul>	<p>People living in urban areas, such as in the CPZ, in the city centre.</p> <p>People living in urban areas, disabled people,</p> <p>People living in urban areas</p> <p>People living in urban areas, disabled people</p>
<p><b>Negative</b></p> <p>The following potential negative impacts were identified:</p>	
<p><b>Proposed increase in parking charges</b></p> <ul style="list-style-type: none"> <li>• Price changes will directly affect those with a car in urban areas where controlled parking operates and those travelling from areas poorly served by public transport who may have no other choice than to use their vehicle.</li> <li>• Price changes may influence driver behaviour but instead of choosing an alternative travel mode (walking, cycling, public transport or park and ride) people may choose to park elsewhere in nearby uncontrolled residential streets or go</li> </ul>	<p>Urban and rural communities, SIMD areas of Edinburgh</p> <p>Urban and rural communities</p>

<b>Environment and Sustainability including climate change emissions and impacts</b>	<b>Affected populations</b>
<p>elsewhere, such as out of town shopping centres.</p> <ul style="list-style-type: none"> <li>Price changes may encourage residents to pave over their gardens to make new driveways. This could impact upon the city's resilience to climate change and increase the risk of localised flooding.</li> </ul>	Urban communities, disabled people
<p>The following two proposals identify the potential negative impact of increased travel, which will disproportionately impact women.</p> <p><b>Pupil Support Assistants in P1 &amp; P2</b> If we are unable to allocate staff in these post to another post in the school or within their own learning community, they may need to travel further which may have an impact on the use of travel.</p> <p><b>Transition Teachers</b> If we are unable to allocate staff in these post to another post in the school or within their own learning community, they may need to travel further which may have an impact on the use of travel.</p>	<p>PSA staff. The majority of staff in this post are women.</p> <p>Transition teachers the majority of which are women.</p>

<b>Economic</b>	<b>Affected populations</b>
<p><b>Positive</b> The following positive impacts were identified:</p>	
<p><b>Council Tax Increases</b> The additional income raised from Council Tax increases the Council's ability to maintain, or supplement, targeted support to those in greatest relative need by protecting front-line services.</p> <p>This should contribute positively to spend and employment in the local economy, with consequent multiplier effects.</p>	All residents, as well as those who visit, work or study in the city
<p><b>Housing and Homelessness budget proposals</b> Homelessness is understood as a key driver of poorer life outcomes, including employability, physical and mental health, and educational attainment. Improving access to settled accommodation quicker, especially for</p>	All, especially children and young people, women, those with disabilities and those with

<b>Economic</b>	<b>Affected populations</b>
<p>households including children and young people, will have a positive impact on these factors.</p> <p>Looking at Council finance, the Housing Revenue Account will benefit from increased rental income due to the increased number of tenanted properties.</p> <p>There are potential financial benefits to the General Fund in year and long term through the decreased reliance on unlicensed accommodation as temporary accommodation.</p>	<p>mental health difficulties.</p>
<p><b>Review Balance of Care and reduce external provision within Children's Services</b></p> <p>Provides more consistency and support for families, children and young people living in their own communities, going to their local schools enabling them to be supported with transitions to achieve positive destinations in their own city post education.</p>	<p>Children, Young People and families who are receiving a social work service.</p> <p>Children affected by disabilities, their families and carers.</p> <p>Unaccompanied Asylum-Seeking Children</p> <p>Vulnerable families, children at risk of statutory measures</p>
<p><b>Proposed increase in parking charges</b></p> <ul style="list-style-type: none"> <li>• Price is the main parking demand management tool available to the Council and can be a strong influencer of behaviour change.</li> <li>• Parking price changes will not have an impact on Blue Badge holders who can still use pay and display parking free of charge and be eligible for a free residents' parking permit.</li> <li>• Pay and Display price changes will not have an impact on Essential User Permits which can still be used within the CPZ for NHS staff to visit patients.</li> <li>• People with lower incomes are less likely to own a car and parking price changes will not directly</li> </ul>	<p>All</p> <p>Disabled People</p> <p>Carers and those in receipt of care</p>

<b>Economic</b>	<b>Affected populations</b>
<p>affect them. However, it may reduce other vehicle users from driving and tackle congestion making walking, cycling and public transport use more attractive and quicker. This may benefit those on lower incomes.</p> <ul style="list-style-type: none"> <li>• Parking charges help to fund parking operations in Edinburgh and ensure that Parking Attendants are employed and are paid the Scottish Living Wage.</li> <li>• Parking controls/charges can discourage some private car ownership and help to support the use and growth of car sharing opportunities. These can also be introduced in areas with poor public transport provision to avoid unnecessary car ownership or provide vehicles where car ownership is unaffordable.</li> <li>• Parking controls and price management can encourage a turnover of spaces which benefits visitors, those making deliveries/collections and business users find parking opportunities near their destinations.</li> </ul>	<p>Older people, Refugees and asylum seekers, Unemployed, People in receipt of benefits, Lone parents, Vulnerable families, Pensioners</p> <p>People in employment, Staff</p> <p>People in urban areas, people in rural areas, Unemployed</p> <p>Visitors, People in employment, Staff</p>
<p><b>Pupil Support Assistants in P1 &amp; P2</b> Existing post holders will be allocated to current PSA vacancies across the school estate to work with children with additional support needs. There are currently 53.90 FTE permanent PSA vacancies to support children as part of our statutory duty, ie, different areas of schools from the PSA posts recruited with surplus budget in 2022.(January 2025)</p> <p>Schools in our most deprived areas receive significant additional funds through the Pupil Equity Fund and use this to provide staffing/resources to meet the needs of all pupils.</p>	<p>PSA staff. The majority of staff in this post are women.</p>
<p><b>Transition Teachers</b> Existing permanent post holders will be allocated to vacant posts.</p>	<p>Transition teachers the majority of which are women.</p>

<b>Economic</b>	<b>Affected populations</b>
Schools in our most deprived areas receive significant additional funds through the Pupil Equity Fund and use this to provide staffing/resources to meet the needs of all pupils.	
<b>Negative</b> The following potential negative impacts were identified:	
<b>Council Tax Increases</b> Reduction in household income. This does, however, need to be seen in the context of the comparatively small impact on overall household income. There is available support through the Council Tax Reduction Scheme and wider income maximisation activity to mitigate against this impact, as well as other mitigations outlined in the Council Tax IIA.  Combined with other rising costs of living, such as food, fuel, rent and transport, any increase could result in further pressure on limited incomes, making essential items less affordable.	Those on lower or fixed incomes, particularly those with more than one protected characteristic and thus more vulnerable to intersectional impacts.  The cumulative increase of this change, taking account of other proposed changes in fees and charges levels and relevant savings and investment proposals, also needs to be considered.  This is more likely to affect those groups at higher risk of poverty, most notably minority ethnic groups, women, those with children and disabled.
<b>Review Balance of Care and reduce external provision within Children's Services</b>	Children, Young People and families who are receiving a social work service.



<b>Economic</b>	<b>Affected populations</b>
<p>The housing crisis in Edinburgh may impact families living in properties that don't meet their needs resulting in a financial strain.</p>	<p>Children affected by disabilities, their families and carers.</p> <p>Unaccompanied Asylum-Seeking Children</p> <p>Vulnerable families, children at risk of statutory measures</p>
<p><b>Proposed increase in parking charges</b></p> <ul style="list-style-type: none"> <li>• Price is the main parking demand management tool available to the Council. Price changes could feasibly have an impact on anyone, regardless of whether they have a protected characteristic or not. However, changes may impact such groups more</li> <li>• Some people, such as those on fixed incomes/pensions for example, may have less disposable income to absorb parking price increases. They may also be less able to change their vehicle quickly to mitigate the impact of price changes.</li> <li>• Businesses may be affected by on-street and permit price changes, as this may increase business costs.</li> <li>• An increase in on-street parking prices may have little impact on some business users and their trips, e.g. if a driver's parking costs are reimbursed by their employer. This may reduce the potential of price changes to change behaviour and reduce unnecessary car travel.</li> <li>• In addition to the point above, some motorists parking in the city may already have higher incomes or existing wealth. This could mean that such people are less sensitive to price increases than others and there will be less of an impact on behaviour than expected. Alternatively, such people could buy EVs, which are generally more expensive to purchase than internal combustion</li> </ul>	<p>All</p> <p>Older people, Refugees and asylum seekers, Unemployed, People in receipt of benefits, Lone parents, Vulnerable families, Pensioners, Business community</p> <p>Business community.</p> <p>People on higher incomes.</p>

Economic	Affected populations
<p>engine vehicles, to obtain cheaper parking. This may be a loophole to bypass economic and equality aims of pricing policy.</p> <ul style="list-style-type: none"> <li>Reducing parking demand, may have an adverse impact on other transport initiatives as a decrease in surplus parking income may impact funds for transport improvements, such as bus priority measures, road safety schemes or new cycle routes.</li> </ul>	<p>People on higher incomes.</p> <p>Women, people on lower incomes, People in receipt of benefits.</p>
<p>The following two proposals identify the potential negative impact of increased travel costs, which will disproportionately impact women.</p> <p><b>Pupil Support Assistants in P1 &amp; P2</b> If we are unable to allocate staff in these post to another post in the school or within their own learning community, they may need to travel further which may have an impact on their travel costs.</p> <p><b>Transition Teachers</b> If we are unable to allocate staff in these post to another post in the school or within their own learning community, they may need to travel further which may have an impact on their travel costs.</p>	<p>PSA staff. The majority of staff in this post are women.</p> <p>Transition teachers the majority of which are women.</p>

9. Is any part of this policy/ service to be carried out wholly or partly by contractors and if so how will equality, human rights including children's rights, environmental and sustainability issues be addressed?

As part of the Council's terms and conditions of contract, any external contractors will be required to comply with equal opportunities and the public sector equality duty; and must assist the Council in achieving its sustainability commitments by taking account of the Council's Sustainable Procurement Policy.

10. Consider how you will communicate information about this policy/ service change to children and young people and those affected by sensory impairment, speech impairment, low level literacy or numeracy, learning difficulties or English as a second language? Please provide a summary of the communications plan.

Changes will be communicated by the service affected using methods that are considered appropriate to the range of audiences, as well as being proportionate. The Edinburgh (City of Edinburgh Council and Health and Social Care Partnership) British Sign Language (BSL) plan demonstrates commitment to improve services for BSL users with actions across a range of themes and services. The Council's Interpretation and Translation Service is also available for those who require materials in different languages and can also offer an audio, Braille, large print and various computer formats on request through Happy to Translate.

11. Is the plan, programme, strategy or policy likely to result in significant environmental effects, either positive or negative? If yes, it is likely that a [Strategic Environmental Assessment](#) (SEA) will be required and the impacts identified in the IIA should be included in this. See section 2.10 in the Guidance for further information.

**Proposal to increase parking charges** - As part of the City Mobility Plan a Strategic Environmental Assessment (SEA) was carried out. The SEA concluded that the cumulative impacts of policies in the City Mobility Plan would generally be positive.

12. Additional Information and Evidence Required

IAs for proposals that may be at a formative stage at this point will need to be reviewed in due course on an ongoing basis. Ongoing efficiency work across the Council will also be cognisant of impact on equalities, sustainability and economy.

13. Specific to this IIA only, what recommended actions have been, or will be, undertaken and by when? (these should be drawn from 7 – 11 above) Please complete:

<b>Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)</b>	<b>Who will take them forward (name and job title)</b>	<b>Deadline for progressing</b>	<b>Review date</b>
Consideration should be given as to how these proposals, their impact, and the cumulative impact, relate to proposals presented by the Integration Joint Board	Elected Members	Ongoing	In line with IJB strategic plan timelines
Elected members should consider the results of the budget proposal IIAs, including this CIIA	Elected Members	February 2025	Ongoing
Implementation of the Poverty Commission Proposals will mitigate against some negative impact on people who are experiencing poverty and positively contribute to addressing poverty in the city	Elected Members and Corporate Leadership Team	Ongoing	Ongoing
The Council Business Plan has three priorities; ending poverty in Edinburgh, work to deliver a net zero city by 2030 and create good places to live and work in Edinburgh. Implementation of this plan will ensure mitigating actions are taken against any negative impacts arising from implementation of the budget proposals. Relevant officers will endeavour to ensure equalities is mainstreamed throughout the plan's development, and during implementation, in order to mitigate against any negative impacts identified in this cumulative IIA.	Relevant officers	Ongoing	Ongoing
Relevant lead officers for budget proposals should progress any specific actions in individual proposals to mitigate against negative impacts, continue to update their IIAs after further consultation and develop communications plans as appropriate	Relevant lead officers for budget proposals	Ongoing	Ongoing

14. Are there any negative impacts in section 8 for which there are no identified mitigating actions?

No

15. How will you monitor how this proposal affects different groups, including people with protected characteristics?

All relevant service areas should put in place appropriate monitoring for implementation of relevant proposals. This should include how the proposals are affecting different groups who share protected characteristics.

16. Sign off by Head of Service

Name Gillie Severin, Head of Strategic Change and Delivery

Date 6 February 2025

17. Publication

Completed and signed IIAs should be sent to:

[integratedimpactassessments@edinburgh.gov.uk](mailto:integratedimpactassessments@edinburgh.gov.uk) to be published on the Council website [www.edinburgh.gov.uk/impactassessments](http://www.edinburgh.gov.uk/impactassessments)