

Meeting	Cabinet Member for Climate Emergency Decision Day
Date and Time	Monday, 5th June, 2023 at 9.30 am.
Venue	Walton Suite, Winchester Guildhall and streamed live on YouTube at www.youtube.com/winchestercc

Note: This decision day is being held in person at the location specified above. Members of the public should note that the meeting will be streamed live to the council's YouTube channel (www.youtube.com/winchestercc)

A limited number of seats will be made available at the above named location however attendance must be notified to the council at least 3 working days before the decision day. Please note that priority will be given to those wishing to attend and address the decision day over those wishing to attend and observe.

AGENDA

PROCEDURAL ITEMS

1. Disclosure of Interests

To receive any disclosure of interests from Members and Officers in matters to be discussed.

Note: Councillors are reminded of their obligations to declare disclosable pecuniary interests, personal and/or prejudicial interests in accordance with legislation and the Council's Code of Conduct.

BUSINESS ITEMS

2. **Public Participation**

 to note the names of members of the public wishing to speak on items for decision

Note: members of the public wishing to speak about a particular agenda item are required to register three working days in advance if they wish to speak at a Cabinet Member Decision Day. Members of the public and visiting councillors may speak at decision days on a specific item due for decision, provided they have registered to speak three clear working days in advance. Please contact Democratic Services by **5pm on Tuesday, 30 May 2023** via <u>democracy@winchester.gov.uk</u> or (01962) 848 264 to register to speak and for further details.

3. Visiting Councillors Representation

To note any request from visiting councillors to make representations on an item for decision.

Note: Councillors wishing to speak about a particular agenda item are required to register three working days in advance if they wish to speak at a Cabinet Member Decision Day. Councillors will normally be invited by the Chairman to speak during the appropriate item (after the Cabinet Member's introduction (and any comments from the leading officer) and any public participation).

4. Winchester residents off-street parking season tickets and evening parking charge rate (DD64) (Pages 5 - 22)

Laura Taylor Chief Executive

All of the Council's publicly available agendas, reports and minutes are available to view and download from the Council's <u>Website</u> and are also open to inspection at the offices of the council. As part of our drive to minimise our use of paper we do not provide paper copies of the full agenda pack at meetings. We do however, provide a number of copies of the agenda front sheet at the meeting which contains the QR Code opposite. Scanning this code enables members of the public to easily access all of the meeting papers on their own electronic device. Please hold your device's camera or QR code App over the QR Code so that it's clearly visible within your screen and you will be redirected to the agenda pack.



25 May 2023

Agenda Contact: Claire Buchanan, Senior Democratic Services Officer Tel: 01962 848 438 Email:cbuchanan@winchester.gov.uk

TERMS OF REFERENCE

<u>Cabinet Member for Climate Emergency Decision Day</u> – Included within the Council's Constitution (Part 3, Section 2)

Public Participation

Representations will be limited to a maximum of 3 minutes, subject to a maximum 15 minutes set aside for all questions and answers.

To reserve your place to speak, you are asked to **register with Democratic Services three clear working days prior to the decision day** – please see public participation agenda item above for further details. People will be invited to speak in the order that they have registered, subject to the maximum time period allowed for speaking not being exceeded. Public Participation is at the Chairperson's discretion.

Filming and Broadcast Notification

This decision day will be recorded and broadcast live from the Council's You Tube channel. The decision day may also be recorded and broadcast by the press and members of the public – please see the Access to Information Procedure Rules within the Council's Constitution for further information, which is available to view on the <u>Council's website</u>. Please note that the video recording is subtitled, but you may have to enable your device to see them (advice on how to do this is on the meeting page).

Disabled Access

Disabled access is normally available, but please phone Democratic Services on 01962 848 264 or email democracy@winchester.gov.uk to ensure that the necessary arrangements are in place.

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Agenda Item 4

DD64

DECISION TAKER: Councillor Kelsie Learney, Cabinet Member for Climate Emergency

REPORT TITLE: WINCHESTER RESIDENTS OFF-STREET PARKING SEASON TICKETS AND EVENING PARKING CHARGE RATE

<u>5 JUNE 2023</u>

<u>Contact Officer: Campbell Williams Tel No: 01962 848476 Email</u> <u>cawilliams@winchester.gov.uk</u>

WARD(S): TOWN WARDS

<u>PURPOSE</u>

The Winchester Parking and Access strategy aims to address issues around access and mobility for all, enhancing air quality in Winchester, helping to deliver the Carbon Neutrality Plan and Winchester Movement Strategy objectives and to ensure fairness and equity for residents, visitors and businesses.

Charging is an important mechanism to achieving those ends and this report recommends tariff changes which support the Council's overarching priority - a continued reduction in carbon emissions, through reducing city centre traffic and supporting healthier lifestyle choices – especially walking and cycling, while protecting sustainable growth.

It also identifies the need to review tariffs and parking concessions on an annual basis in the light of the County Council decision to take back control of on-street parking in October 2023.

RECOMMENDATIONS:

- 1. That all tariffs are reviewed on a regular annual basis to ensure that they support the objectives of the parking and access strategy.
- 2. That from July 2023 an overnight charge equivalent to the 2 hour daily parking rate is introduced for parking after 7pm, and prior to 8am in central car parks only.
- 3. That an off peak season ticket in the park and walk car parks is introduced from October 2023.
- 4. That concessions to residents will continue for existing resident parking permit

holders until their City Council permits expire and be reviewed in the light of County Council decisions on the operation of their on-street scheme.

5. That the city council continues working with the County Council to achieve a coherent system of parking tariffs and concessions supporting the needs of residents, people who work in the city and visitors with transitional arrangements in place in the interim.

1 IMPLICATIONS:

1.1 The parking service aims to support a number of strategies, (including the Winchester movement strategy and the parking and access strategy) and the overall objectives of the city council. The changes since COVID, the increased emphasis on climate change, and the decision by the County Council to take back control of on street parking across Hampshire requires amendments to how the city council manages parking across Winchester in order to continue offering a high quality service.

2 <u>COUNCIL PLAN OUTCOME</u>

2.1 In line with the council's aspirations for carbon neutrality and improved air quality these proposed tariffs are expected to deliver a shift towards parking in the park and walk and park and ride spaces, whilst not impacting on the importance of visitors and residents to the economy and well-being of the city centre.

3 FINANCIAL IMPLICATIONS

- 3.1 There has been a significant drop off in season ticket sales post COVID, and the introduction of an off peak season ticket might reduce direct ticket sales but the payment up front for a large number of tickets by individuals taking this new option will minimise this risk.
- 3.2 The agreed evening charge, at the recommended level, has the potential to generate additional revenue to support the operation of the parking facilities.

4 LEGAL AND PROCUREMENT IMPLICATIONS

4.1 New tariffs and the evening parking charge will be advertised in line with legislation and signed appropriately in affected car parks.

5 CONSULTATION AND COMMUNICATION

- 5.1 Discussions on the type and scale of these tariffs have been undertaken with the Cabinet member, with Winchester ward members and with the Winchester BID via a presentation at their board.
- 5.2 All changes would be well signed and advertised through the legal process in advance. In common with any new tariff introduction the enforcement would take a flexible approach during the first weeks.

6 <u>ENVIRONMENTAL CONSIDERATIONS</u>

6.1 The tariff changes have been designed to support growth in visitor numbers to Winchester City Centre, whilst also limiting impacts on air quality and carbon emissions due to trips around the one-way system.

7 PUBLIC SECTOR EQUALITY DUTY

7.1 None. Free parking remains available as it does now at off peak times in the park and walk and park and ride car parks, and there is no impact on those holding blue badges.

8 <u>RISK MANAGEMENT</u>

8.1 Risks are set out in the table below.

Risk	Mitigation	Opportunities
Financial Exposure	Tariffs only recommended in central car parks, which significantly limits risk of financial impact	New season tickets and evening tariff, offer the opportunity to support parking investment to improve service further.
Exposure to challenge	We have consulted with the BID over these options, and signage and legal notices would be in place before implementation	
Innovation		Off peak ticket takes advantage of RingGo to simplify customer experience.
Reputation	All changes would be well signed and advertised through the legal process in advance.	Potential to further enhance efforts to improve climate change impacts
Achievement of outcome	All changes will be monitored to assess impact on residents of and visitors to Winchester	
Property		
Community Support		
Timescales		
Project capacity		
Other		

9 OTHER KEY ISSUES

9.1 The County Council has decided to take back the on-street parking agency agreements across Hampshire back to the County Council's control, this will come into effect in Winchester district from October 2023. This means that the on street parking and residents parking permit scheme will become managed by the County Council who now manage this across all other 10 authorities in Hampshire.

9.2 The city council has been working with the County Council since its decision in March 2022, and will continue to do so in order that the impacts of the change to residents is limited as far as possible. However, as yet the County Council does not have a defined set of terms and conditions for the new scheme they will offer.

10 SUPPORTING INFORMATION:

- 10.1 The parking service aims to support a number of strategies, (including the Winchester movement strategy and the parking and access strategy) and the overall objectives of the city council. The changes since COVID, the increased emphasis on climate change, and the decision by the County Council to take back control of on street parking across Hampshire requires some amendments to how we manage parking across Winchester in order to continue offering a high quality service.
- 10.2 There are potentially added benefits for opening up offers to a wider community. Since COVID there has been a noticeable drop off in season ticket use, of around 50%, as hybrid working has become more common.

11 <u>Annual tariff review</u>

- 11.1 The income generated from parking and the support it offers to the Winchester economy means that an annual review of charges, including those set out above is required. This is particularly important with regards the current level of inflation, and the need to ensure that opportunities exist for all visitors to Winchester to park according to their means.
- 11.2 It is recommended that an annual review of charges is introduced to feed into price changes in October each year, and this is built into the budget planning process.

12 Overnight charge

- 12.1 As part of the approval of the General Fund Budget (CAB3374) it was agreed that charging periods in Zone 1 (City Centre) car parks would be extended to include Sundays, Bank Holidays and evenings. For Sundays and Bank Holidays this is straight forward in that normal weekday tariffs will apply. In the case of an overnight charge this has been subject to consultation with business groups and is considered further in this report.
- 12.2 Currently the charging in the central car parks ends at 7pm and at 6pm in the park and walk car parks. However after this point there remain significant costs to cover, such as lighting, security and manning of the CCTV system which is actively monitored 24hrs per day.
- 12.3 It is proposed that an overnight charge (agreed by Cabinet in November 2022) is introduced at a flat rate level equivalent to the 2 hour charge (£3.30) from July 2023 in the central car parks only, which would allow parking from 7pm to 8am in the morning, or for any period in between. If a visitor paid to park prior to 7pm the fee calculation would take this into account.

12.4 Evening charges would apply only in the central car parks, including;

86 spaces
39 spaces
142 spaces
105 spaces
72 spaces
44 spaces
165 spaces
515 spaces
43 spaces

- 12.5 Park and walk car parks and park and ride car parks, which are those outside of the central parking area would remain free when open in the evenings and overnight as this will support visitor access to the city without impacting upon air quality and carbon emissions
- 12.6 The level of evening charge, equivalent to the 2hr parking rate is similar to what other similar authorities charge. Different examples of these are shown below.

Authority	Evening charges	Charges	
Portsmouth City Council	Charging continues at normal rate for 24hrs per day	£12.40 over 5 hours	
Oxford city centre	£5 overnight charge	£39 per day (inc. Sundays)	
Southampton City Centre	£1-2 charge between 6pm and midnight Mon -Sat	£8 over 7 hours, Including Sunday charge from 12 noon to 6pm	

12.7 This overnight charge would be introduced in July 2023 alongside other tariff changes agreed by Cabinet in November 2022 and be subject to review on an annual basis. Similarly, the scope of car parks which are subject to an evening charge will be reviewed on an annual basis.

- 12.8 The further tariff changes referenced above include Sunday charges equal to the weekday charges. There is currently a consultation being undertaken in relation to changes to the on-street traffic parking order, and as a transitional arrangement until this consultation is concluded, residents with permits for zones N and Zone S, who partially triggered the original consultation due to pressure on the residents on street parking on Sundays, will be able to park for free in Cossack Lane and Colebrook Street on a Sunday.
- 13. Off Peak Park and Walk annual season ticket
- 13.1 This option would offer permanent and affordable parking enabling residents who are not able to find a parking space outside their house, and to regular visitors to the city, for example those working in hospitality across Winchester in the evening, to park off peak in Winchester for less than £1 per day.

There is and will remain a significant amount of free parking in park and walk car parks on offer in off peak areas, some of which requires the obtaining a free ticket, however this season ticket would also offer regular users the ease of not having to obtain a regular daily free ticket.

Proposed – o	Proposed – off peak park and walk annual season ticket		
Eligibility	Any resident or visitor to Winchester		
Timing	Monday to Friday 8am to 9am		
	Monday to Friday 4pm to 6pm		
	Saturday and Sunday all day		
Car parks	Park and walk car parks		
	All open park and ride car parks		
	Park and Walk - Chesil, Cattle Market, Worthy Lane, Coach Park, River Park,		
	Park and Ride – Barfield, Barfield phase II, St Catherine's,		
	South Winchester, Pitt		
Cost	£20 per month (or £60 per quarter or annual for £220)		

As a transitional arrangement, and until the County Councils approach to residents parking permits is clear, residents of the inner area will be eligible for a 50% discount for the off-peak park and walk season ticket.

- 13.2 These proposed options provide new tariffs for regular and irregular parking to the city, encourage parking out of the central area in order to support our carbon emission ambitions, and support the regular and night time visitor economy.
- 14 Current residents parking concessions.
- 14.1 Concessions currently in place are shown in appendix 1. At present the City Council allows all inner zone residents permit holders to park for free in certain off street car parks at weekends utilising their on-street parking permit. After October 2023 the City Council will be responsible only for off-street

public car parks and therefore it is not appropriate or practical to continue having a concession linked to an on-street permit which the Council has no control over.

- 14.2 There will need to be transitional arrangements put in place to support residents who are affected by changes brought in by the County Council, for example those who currently are supported by the £240 season ticket option for car parks such as the Lido and Crowder terrace.
- 14.3 Further consideration of resident concessions will be needed once the City Council has certainty about the County permit scheme.
- 15 Working with Hampshire County Council
- 15.1 The County Council decided on the 10 March 2022 to take the on-street parking agency agreements across Hampshire back to the County Council's control. This will come into effect in the Winchester district from October 2023.
- 15.2 The County Council has not yet decided what the terms and conditions will be of its residents parking permit scheme and is planning to write to those who currently hold a parking permit in September. The City Council is aware of the number of permits across Winchester and the potential impact that any changes could have on residents and visitors to the City Centre, and are committed to working with the County Council in advance of their implementation date.

16 OTHER OPTIONS CONSIDERED AND REJECTED

- 16.1 The price for the tariff options has been proposed matching the level offered by other tariffs and similar season tickets. These levels have been recommended to match other tariffs, rather than seeking to generate additional income, or providing parking at a discount.
- 16.2 The move to 24 hour charging in car parks is an option which other authorities have gone for, however this has the potential to reduce visitors to Winchester so has not been recommended before the impact of evening charges is assessed.
- 16.3 A flexible park and walk season ticket to support hybrid working models could be introduced in park and walk car parks, at the same level of charge as equivalent parking which is not offered on a flexible basis, however there is a risk that this could lead to lost income if significant numbers of people take advantage of it, so hasn't been included as a recommended option, but is worthy of further review.

BACKGROUND DOCUMENTS:-

Previous Cabinet/Committee Reports or Cabinet Member Decisions:-

General Fund Budget Options & Medium Term Financial Strategy (Pages 9 - 44) (CAB3374)

https://democracy.winchester.gov.uk/documents/g4162/Public%20reports%20pack% 2015th-Nov-2022%2009.30%20Cabinet.pdf?T=10

Other Background Documents:-

None

APPENDICES:

Appendix 1	Current concession options
Appendix 2	Equality Impact Assessment (EIA) for car park charges

Appendix 1 - Current concession opt	tions
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	Appendix 1 - Current concession op				
Concession	Eligibility	Detailed	When	Where	Notes and
options		eligibility			numbers
Free weekend parking	Holders of Inner Area Resident parking permits	Zones B, C, M, N, P, Q, R and S	Free on Saturday and Sunday	Cattle Market, Chesil Multi- Storey, Coach Park, Gladstone Street, St Peter's, Tower Street and Worthy Lane.	Up to 671 residents permits
30% season ticket discount	Residents of Winchester	Who live within a qualifying property for On-Street Residents parking permits	All year round	Group B price Gladstone Street, St Peters, Tower Street Group D price Cattle Market, Chesil Multi- Storey, Coach Park, Crowder Terrace, Lido, Worthy Lane	Group B (1) Group D(3) Not available at Park and Ride, Pay on Foot car parks.
£240 car park season ticket	Residents who live within the Inner Area, whose property qualifies within the <u>Residents</u> <u>On-Street</u> <u>Parking</u> <u>Permit</u> <u>Scheme</u> .	Parking Zones (B, C, M, N, P, Q, R, S)	All year round	Cattle Market, Chesil Multi Storey, Crowder Terrace, The Lido, Worthy Lane and Barfield Close area marked "Season Ticket Group E" only.	51
£100 Residents Off peak Off street season ticket	Any resident who lives within Winchester's permit parking zones	Available to residents whose property does not qualify for On-Street parking permits.	Monday to Friday 8am to 9am Monday to Friday 4pm to 6pm (7pm in St Peters car park) Saturday and Sunday all day	Cattle Market Chesil Multi Storey St Peters and Worthy Lane	13

Winchester City Council



Equality Impact Assessment (EIA) for car park charges

Section 1 - Data Checklist

		Yes/No	Please provide details
1	Have there been any complaints data related to the policy or project you are looking to implement?	No	All data protection policies and practices are followed both by the Council and external contractors.
2	Have all officers who will be responsible for implementing the policy or project been consulted, and given the opportunity to raise concerns about the way the policy or function has or will be implemented?	Yes	
3	Have previous consultations highlighted any concerns about the policy or project from an equality impact perspective?	Yes	Requests for disabled parking and parent and toddler parking spaces. Also comments about fair charges and providing options in terms of methods of payment and availability of parking. These are assessed in relation to guidance and other Council Strategies and provision made accordingly.
4	Do you have any concerns regarding the implementation of this policy or project? (<i>i.e. Have you completed a self-assessment and</i> <i>action plan for the implementation of your policy or</i> <i>project?</i>)	No	Careful project planning will be undertaken in order to implement changes resulting in car park charges and parking improvements. Works will be planned to minimise impact and disruption to residents, visitors and commuters.
5	Does any accessible data regarding the area which your work will address identify any areas of	No	

		Yes/No	Please provide details
	concern or potential problems which may impact on your policy or project?		
6	Do you have any past experience delivering similar policies or projects which may inform the implementation of your scheme from an equality impact point of view?	Yes	Head of Programme and Parking team are experienced in delivering tariff changes and car park improvements.
7	Are there any other issues that you think will be relevant?	No	

Section 2 - Your EIA form

Directorate: Place	Your Service Area: Car	Team: car parking	Officer responsible	Date of assessment:
	parking		for this assessment: Campbell Williams	22/05/2023

	Question	Please provide details
1	What is the name of the policy or project that is being assessed?	Winchester residents off-street parking season tickets and evening/ Sunday parking charge rate
2	Is this a new or existing policy?	Existing
3	Briefly describe the aim and purpose of this work.	To implement decisions made in November 2022 relating to evening and Sunday charging
4	What are the associated objectives of this work?	To begin planning for change to the agency agreement which Hampshire county council will take over from October 2023
5	Who is intended to benefit from this work and in what way?	The City Council will benefit from this work by being able to provide a sufficient number of suitably located and managed parking spaces to sustain the long term economic, social and environmental well-being of Winchester town and district. This will then have a subsequent benefit to residents and businesses of the Winchester District.
6	What are the outcomes sought from this work?	For tariffs to be agreed that reflect the key Council aim to have improved air quality, and provide details of the implementation of decisions made in November 2022
7	What factors/forces could contribute or detract from the outcomes?	The principles of charging were agreed at the November decision, this paper sets out the details of the tariffs and the details which limit impacts on residents and business.
8	Who are the key individuals and organisations responsible for the implementation of this work?	Parking – Campbell Williams, Ian Way, Scott Macbrayne

9	Who implements the policy or project and who or what is	Head of Programme, Place – Andy Hickman
	responsible for it?	

		Pleas	e sele	ct your answer in bold . Please provide detail	
		here.			
10a	Could the policy or project have the potential to affect individuals or communities on the basis of race differently in a negative way?	Y	N		
10b	What existing evidence (either presumed or otherwise) do you have for this?	There	There are no issues linked to an individual's race.		
11a	Could the policy or project have the potential to affect individuals or communities on the basis of sex differently in a negative way?	Y	N		
11b	What existing evidence (either presumed or otherwise) do you have for this?	There are no issues linked to an individual's sex.			
12a	· · · · · · · · · · · · · · · · · · ·		N		

12b	What existing evidence (either presumed or otherwise) do you have for this?	The Council's policy on blue badge holder parking and charges is unaltered in that blue badge holders will still be able to park for free in all pay and display car parks. The Council has a good range of provision for disabled parking. All car parks include disabled parking provision and on-street provision is provided where possible and where needed.		
13a	Could the policy or project have the potential to affect individuals or communities on the basis of sexual orientation differently in a negative way?	Y	N	
13b	What existing evidence (either presumed or otherwise) do you have for this?		e are n tation.	o issues linked to an individual's sexual
14a	Could the policy or project have the potential to affect individuals on the basis of age differently in a negative way?	Y	N	
14b	What existing evidence (either presumed or otherwise) do you have for this?	There are no issues linked to an individual's age. Even if people are older there is a significant amount of free parking within a short distance of the town centre which is well lit, and with CCTV coverage on evening and Sundays.		
15a	Could the policy or project have the potential to affect individuals or communities on the basis of religious belief differently in a negative way?	Y	N	
15b	What existing evidence (either presumed or otherwise) do you have for this?	There	e are r	o issues linked to an individual's religious beliefs.
16a	Could this policy or project have the potential to affect individuals on the basis of gender reassignment differently in a negative way?	Y	N	
16b	What existing evidence (either presumed or otherwise) do you have for this?	There are no issues linked to an individual's gender reassignment.		
17a	Could this policy or project have the potential to affect individuals on the basis of marriage and civil partnership differently in a negative way?	Y	N	
17b	What existing evidence (either presumed or otherwise) do	There	e are r	o issues linked to an individual's views on , or

you have for this?	partic	ipation	in marriage or civil partnership.
Could this policy or project have the potential to affect individuals on the basis of pregnancy and maternity differently in a negative way?	Y	N	
What existing evidence (either presumed or otherwise) do you have for this?	The Council seeks to provide parent and toddler spaces where needed, and this is unaffected by the proposed recommendations, as even with evening or Sunday charging there are park and walk, or park and ride car parks which are close to the town centre, safe and well lit, with CCTV.		
Could any negative impacts that you identified in questions 10a to 15b create the potential for the policy to discriminate against certain groups on the basis of protected characteristics?	Y	N	N/A
Can this negative impact be justified on the grounds of promoting equality of opportunity for certain groups on the basis of protected characteristics? Please provide your answer opposite against the relevant protected characteristic.	Y	N/A N	Race: Sex: Disability: Sexual orientation: Age: Gender reassignment: Pregnancy and maternity: Marriage and civil partnership:
	Could this policy or project have the potential to affect individuals on the basis of pregnancy and maternity differently in a negative way? What existing evidence (either presumed or otherwise) do you have for this? Could any negative impacts that you identified in questions 10a to 15b create the potential for the policy to discriminate against certain groups on the basis of protected characteristics? Can this negative impact be justified on the grounds of promoting equality of opportunity for certain groups on the basis of protected characteristics? Please provide your answer opposite against the relevant protected	Could this policy or project have the potential to affect individuals on the basis of pregnancy and maternity differently in a negative way?YWhat existing evidence (either presumed or otherwise) do you have for this?The O where recom there closeCould any negative impacts that you identified in questions 10a to 15b create the potential for the policy to discriminate against certain groups on the basis of protected characteristics?YCan this negative impact be justified on the grounds of promoting equality of opportunity for certain groups on the basis of protected characteristics? Please provide your answer opposite against the relevant protectedY	Could this policy or project have the potential to affect individuals on the basis of pregnancy and maternity differently in a negative way?YNWhat existing evidence (either presumed or otherwise) do you have for this?The Council where need recommend there are para close to theCould any negative impacts that you identified in questions 10a to 15b create the potential for the policy to discriminate against certain groups on the basis of protected characteristics?YNCan this negative impact be justified on the grounds of promoting equality of opportunity for certain groups on the basis of protected characteristics? Please provide your answer opposite against the relevant protectedN/A

Signed by completing officer	Campbell Williams
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.N/A

Υ

How will you mitigate any potential discrimination that may

be brought about by your policy or project that you have

Do any negative impacts that you have identified above

Religious belief:

N/A

Ν

21

22

identified above?

impact on your service plan?

	Andy Hickman
Signed by Service Lead or	
Corporate Head	

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