

Full Equality Impact Assessment Form

Equality Relevance High ☒ Medium ☐ Low ☐

1. Name of the policy or practice?

Accessible parking

2. What is the aim, objective or purpose of the policy practice?

Aim to provide an exclusive accessible car park to offer best possible access to as many areas of the campus as possible

3. Who is responsible for developing the policy?

Facilities – Chris Donnelly and Lisa O'Brien

4. Who is responsible for implementing the policy?

Facilities – Chris Donnelly and Lisa O'Brien

5. Who is the policy intended to benefit?

Those persons, whether staff, students or visitors who need the use of accessible parking

6. What is intended to be achieved by the policy?

Improved provision of accessible parking

7. How will you know if this policy has been successful?

Feedback solicited from the Disabled users' group and visitor feedback generally

8. Do the following equality groups have different needs, experiences, issues and priorities in relation to the intended outcomes of this policy? Please give information/ evidence to support your answer.

	Yes	No	Not known – Do you need to generate sources of information?
Women, men, transgendered people			N/A
Black and minority ethnic groups			N/A
Disabled people	Yes		

Younger or older people	Yes – could be if their age restricts their capability to move over distance		
People of different religion and beliefs			N/A
Lesbian, gay and bisexual people			N/A

9. Is there potentially adverse impact on the following equality groups as a result of this policy? Please give information/ evidence to support your answer.

	Yes	No	Not known - Do you need to generate sources of information?
Women, men, transgendered people		No	
Black and minority ethnic groups		No	
Disabled people		No – please see supporting evidence confirmed by a DDA Expert engaged by the university	
Younger or older people		No	

People of different religion and beliefs		No	
Lesbian, gay, bisexual people		No	

10. Is the policy designed or does it have the potential to promote equality for particular groups or good relations between groups? If so, how?

It should considerably improve access for those needing accessible parking and therefore make it easier for them to visit different parts of the campus

11. Do you need to carry out a formal/informal consultation internally or externally at this stage? Who you need to consult?

Use a DDA expert consultant externally and internally consult via the Disabled staff network via Disability Services

12. What method or mechanism would be best suited for this consultation?

Liaise with internal disabled groups to discuss the proposals and assessment concluded by the DDA expert together with details of his credentials in order to appreciate the beneficial implications of such a move via the Equality and Diversity unit

13. What action could be taken to mitigate any negative impacts identified or is there an opportunity to take steps to address different needs or promote equality of opportunity more effectively? If yes, please comment and complete action plan.

This car park re-positioning is part of a wider external way finding initiative which seeks to improve information for students, staff and visitors to the campus. Special attention has been paid to the DDA needs and an external consultant is giving significant input to the project (See his credentials and comments in section 15).

In proposing this relocation, consideration has been given as to whether there might be some concerns registered regarding the closeness of proximity to the One Zone kitchen delivery area, which is served by the same feeder road as that leading to CP8. However, it can be confirmed that:

- 1) there has never received any negative feedback on access to this area and there are no reported accidents or even near miss reports relating to vehicle movements in this area
- 2) As a separate project, there is a feasibility study underway to potentially relocate the post room

from its current position in the E block courtyard area.

This relocation would not only substantially reduce the health and safety risk to students, staff and visitors accessing E block from the student village, Q and R blocks area, it would also reduce commercial vehicle movements through the barrier system by over 50%.

3) The current accessible car park is also used as a loading bay for the Felixstowe Court kitchens, library and furniture deliveries so users of CP7 do come into contact with delivery vehicles presently when exiting their vehicles and the proposed CP8 removes this risk altogether as no delivery vehicles will be in this physical parking area.

4) General pedestrian access into the end of E block is being reviewed with the intention of significantly improving the safety level of this area.

14. Who will be responsible for monitoring the implementation of the action plan?

Facilities – Chris Donnelly and Lisa O'Brien

15. Please outline how you have revised the policy (if necessary) in the light of the Equality Impact Assessment . If no change is to take place please give reasons.

The university has engaged the services of a DDA consultant to advise on the External Wayfinding project. Steve Maslin is the DDA consultant for Stride Treglown. He is a:

- RIBA member and Consultant Member of the National Register of Access Consultant (NRAC)
- Member of the RIBA's Inclusive Design Committee and it's procurement working group
- Member of the Building Research Establishment's (BRE) BREEAM Communities Expert Group
- Member of the British Standards Institute's:
 - B/559 Technical Committee regarding Access (on which of there is RNIB and University of Reading's Inclusive Environments representation)and also:
 - Chair of Neuro-Diversity Working Group
 - Member of External Realms working Group
 - PH/8 Technical Committee regarding Graphical Symbols and also:
 - Member of the public information (relating to way-finding) sub-committee
- Plus individual/corporate membership of:
 - the Access Association,
 - Centre for Accessible Environments and the
 - National Association of Special Educational Needs

He confirmed that it would be beneficial to relocate accessible parking to CP8 for the following reasons:

a) CP8 has very good dropped kerb facility enabling easy access to the accessible lift at the end of E block and also the lift in the main reception. There is also shorter access to P, Q and R blocks and the student village.

b) Access from CP8 is more beneficial as there is a covered walkway (from entrance to Glendinning into E block main foyer) and thus offers more favourable protection for accessible use

c) Access into the main E block foyer - the library, main reception, Onezone, Core 24 and the central internal corridor which in turn provides easy access into C, B and S block will be shorter, and easier as the wheelchair user will have to navigate only one set of doors (into E block) as opposed to five sets - two double sets of doors into and out of the Glendinning Foyer.

In his view, the re-allocation of CP8 for accessible use would be entirely beneficial.

16. Please indicate when you think this policy/practice should be reviewed next:

In the summer of 2011

Equality Impact assessment completed by:

Name	Lisa O'Brien
Post title	Special Projects
Faculty / service	Facilities
Date	12 th August 2010/ 17 th August 2010

Please return this form to the Equality and Diversity Unit. The equality and diversity unit will provide feedback and will publish the final document.

Confirmed by the equality and diversity unit:

Name	Andrew McLean
Date	17 August 2010

ACTION PLAN – Name of Policy ...Provision of Accessible Parking Service/Faculty.....Facilities.....

Issues	Actions required	Responsible Person	Resources required	Target date	Success Indicators	What progress has been made?
Information/data required	Information obtained by DDA consultant and already identified in this report	Lisa O'Brien		6 th August	Has been re-appraised by DDA consultant as part of Wayfinding provision	
Consultation	Disabled Staff network Via Disability Services	Lisa O'Brien/ Claire Wickham		By End August	Requested written or verbal feedback	Initial meeting held 16.8.10, note prepared 17.8.10
Monitoring and review arrangements	Feedback from users with regard to any access issues	Chris Donnelly		On going	Follow –up focus group in mid autumn term to establish response from users	
Publication	Via the Equality Impact Assessment	Lisa O'Brien		17 th August		
Other actions						

Please return form to the Equality and Diversity Manager