

Full Equality Impact Assessment Form

Equality Relevance Low ☐

1. Name of the policy or practice?

Standardisation of parking charge notices

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

To reduce the various charges for parking infringements into one standard price and to bring most aspects of enforcement 'in-house'. Previously, infringements have been addressed by parking charges issued by UWE staff, who were charging £5, and a contractor, who was charging £40. The large majority of charges were being issued by the contractor prior to the change; therefore as a result of this change the average cost per charge issued has decreased.

3. Who is responsible for developing the policy?

Travel Planner

4. Who is responsible for implementing the policy?

Parking Services Manager

5. Who is the policy intended to benefit?

All staff, students and visitors who drive to UWE

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

Create a more consistent and comprehensible procedure;
To reduce complaints;
To ensure better compliance with parking policy.

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

Measured in:
Complaints to Facilities helpdesk;
Parking revenue collected vs target.

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	A recent equal pay review concluded that there is pay inequality within the UWE, where women get paid less for doing the same work as men.		
Black and minority ethnic groups	Many BME students and staff live far away from UWE campuses and are reliant on either public or their own transportation.	No.	
Disabled people		No. Whilst disabled	

		people are not exempt from parking charges for infractions, UWE Transport Services actively seeks suitable provision for those with specific mobility issues.	
Younger or older people		No.	
People of different religion and beliefs			Unknown
Lesbian, gay and bisexual people			Unknown

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. Whilst women are generally lower paid and hence more sensitive to charges, the £20 level is being applied as a mid-way between the two existing charge levels of £5 and £40. Furthermore the large majority of charges applied prior to the change were £40, therefore this change represents a decrease in average charge per vehicle.	
Black and minority ethnic groups		Greater percentage of BME staff are at lower grades across the organisation and therefore there is an adverse impact for many staff within this group. . Furthermore the large majority of charges applied prior to the change were £40, therefore this change represents a decrease in average charge per vehicle.	
Disabled people		None. Policy should reduce infractions which includes unauthorised users parking in disabled spaces.	
Younger or older people			Unknown
People of different religion			Unknown

and beliefs			
Lesbian, gay, bisexual people			Unknown

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?

No.

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

No.

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

N/A

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.

N/A

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

Transport Services Manager

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.

N/A

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

A separate EIA is being developed through the "TravelSmart" working group which includes Students Union and Trade Union stakeholders, in combination with draft proposals for altering the parking charge mechanisms and restricting access to car parks for those with the best travel alternatives. The action plan below refers to this.

Equality Impact assessment completed by:

Name	Steve Ward
Post title	Travel Planner
Faculty / service	Facilities
Date	30Mar11

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	
Date	

ACTION PLAN – Name of Policy **Service/Faculty.....**

Issues	Actions required	Responsible Person	Resources required	Target date	Success Indicators	What progress has been made?
Information/data required	An understanding of the different needs of the protected groups in the development of the Parking Review EIA. eg in particular faith groups, LGBT community and younger/older people	Travel Planner, Steve Ward	Steer on future parking and access policies from Travel Smart group	August 2011	Information gathered and used to inform the future EIA	Travel Smart group meetings ongoing.
Consultation	On line posting of the EIA for comments	Steve Ward E&D Unit	None	21 st April 2011	EIA posted	
Monitoring and review arrangements						
Publication	EIA published after consultation completed	E&D Unit	None	13 th May 2011		
Other actions						

Please return form to the Equality and Diversity Manager