

FORM 2

Equality Impact Assessment

1. Name of the policy or practice

UWE Travel Plan

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

The UWE Travel Plan aims to develop travel patterns that impact positively on student satisfaction, contribute towards a healthy University and that are environmentally and financially sustainable.

The objectives are to:

- Reduce the overall need for travel, especially by car;
- Develop sustainable and inclusive transport that improves health and access for all to UWE;
- Manage car parking equitably;
- Provide information to better inform staff and student transport choices.

The decision has been taken to conduct this EIA on the transport policy as a whole, rather than individual aspects such as car parking, because the issues are so closely related and since funding from car parking charges is 'ring-fenced' for use within transport.

3. Who is responsible for developing the policy ?

The University's Travel Planner.

4. Who is responsible for implementing the policy?

Head of Facilities

5. Who is affected by the policy?

All users of university managed travel and transport facilities including staff, students, visitors to university managed premises and members of the public that access university managed services

6. Does this policy relate to any other policies?

Human Resources Strategy, Sustainability Strategy, Car Parking Policy

7. Is there any information/evidence to suggest that the following equality groups have different needs, experiences, issues and priorities in relation to the intended outcomes of this policy? Include findings from consultations carried out. See Guidance p8-9

	Yes Please comment	No	Not known
Women, men, transgendered people	<p>The following issues have been identified:</p> <ul style="list-style-type: none"> • Perceptions of vulnerability and concerns over personal safety in 		

	<p>unlit or unpopulated areas including car parks, cycle paths and foot paths on and off campus.</p> <ul style="list-style-type: none"> • Childcare responsibilities may result in increased reliance on cars particularly for female staff and students, and these groups may be more likely to work outside standard hours (eg weekends, evenings). The nature of these requirements will be better understood in the consultation groups developed as indicated in the Action Plan • 36% of university staff are part time and it is believed they are disproportionately female (although many staff vary their hours, so this is a difficult definition); there is currently no discount specifically relating to car parking charges for those who work these reduced daily hours (eg mornings or afternoons) during the week. • Female staff are less likely to cycle and more likely to use other methods of transport than men, due to concerns over personal safety • Female staff, students and visitors are more likely to have concerns regarding transporting heavy items relating to their employment or work studies. 		
Black and minority ethnic groups	<p>BME people may feel vulnerable to racial attack in some parts of the city and may prefer the safety of a car. This is more likely to be an issue in residential areas outside of UWE. Some BME groups may have less access to private transport (www.nottinghamcity.gov.uk/topic_notes_car_ownership.doc) and would be affected less by increased parking</p>	No	

	charges.		
Disabled people	<ul style="list-style-type: none"> • People with impaired mobility are likely to be less reliant on cars. Car ownership is much lower in families with a disabled member [29% compared to 60%] and disabled people actually use buses proportionately more than non-disabled people. However this is because of the large numbers of disabled people on incapacity benefits who cannot afford to run a car. The evidence is therefore unclear; however the next travel survey will ensure that this group is specifically targeted to obtain further information on any impacts. • People with impaired mobility or impaired vision are likely to be more reliant on accessible public transport. • Staff and students with caring responsibilities may be more likely to work outside standard hours (eg weekends, evenings). • People with impaired mobility are likely to have difficulties walking between their chosen method of transportation and their destination 		
Younger or older people	<ul style="list-style-type: none"> • Older staff, students and visitors are more likely to have concerns regarding transporting heavy items relating to their employment or work studies. • Older people tend to feel more vulnerable using public transport • Although some young people are perceived as being responsible for anti-social behaviour on public transport many younger people too can feel more vulnerable using public transport, particularly when travelling away from their home communities. 		

People of different faiths and beliefs	Some groups may experience harassment when on or waiting for public transport therefore be more likely to wish to use private transport.		
Lesbian, gay and bisexual people	GBT people can be vulnerable to assault on public transport and while waiting for transport.		

8. Is the policy designed to promote equality for particular groups or good relations between groups? If so, which?

The policy is intended to avoid significant adverse impacts on the different equality groups. The primary negative impact will be a financial impact upon some staff and students who drive to campus. Car use is strongly correlated with household income although it also correlates (less strongly) with childcare responsibilities. As the car parking charges will all be invested in all forms of transport, there is a balancing positive impact in terms of existing and new users of public transport, walking and cycling through better provision and improvements. Additionally for those who drive there will be a positive impact if, as is hoped, demand for car parking decreases – those staff and students who continue to bear the charge will spend less time searching for an available parking place. Research suggests that people feel most vulnerable when travelling on public transport vehicles when there are few other passengers. Initiatives which increase use of public transport on routes to UWE sites may help to lessen fears.

9. Is there any evidence or information to suggest a potentially adverse impact on the following equality groups as a result of this policy? See pages 9-10 of Guidance

	Yes Please comment	No	Not known
Women, men, transgendered people	<ul style="list-style-type: none"> UWE has received correspondence from protected groups to indicate they fear adverse effects as a result of the travel plan, specifically regarding parking charges. As a result we have investigated this and identified the following issues. The issue of personal safety will need to involve the Safety Unit and Estates at UWE in both understanding the actual risk (based on incidents and accidents) as well as the perceived risk (through focus groups). As a result of this work the travel plan will be modified as appropriate to re-direct 		

	<p>investment or activity.</p> <ul style="list-style-type: none"> • Approximately 57% of staff at UWE are female, and 57% of those who drive to UWE are female – therefore the cost of the new parking charges will be borne equally by men and women. It is believed that a higher proportion of women than men work part time or flexibly, with a major reason being childcare commitments. Part-time workers who drive less than 3 full days a week will be able to purchase daily parking tokens which will reduce the cost of parking from the full level. • However, part-time workers who travel to work 3 or more days a week, and who are at Grade E or above, and who use a car to travel to work, will experience a negative impact from the charge as they are likely to pay the full rate of £79pa despite working fewer hours. We believe the majority of these people are women but further evidence will be obtained through the Action Plan consultations. • Workers at Grade D or below will pay £15pa and will therefore continue to enjoy a reduction in parking charges in real terms since 2003. 71% of these workers are women. • Both women and part-time workers are likely to be paid less and have a lower total household income; consequently they are less likely to have access to a car (http://www.statistics.gov.uk/cci/nugget.asp?id=1006) which even in one-car, two-parent households is frequently used by the male. As the majority of the travel plan funding is directed at improving accessibility by public transport, this group will experience a disproportionately positive impact from the travel plan expenditure. • Women with childcare responsibilities may lead busier lives and therefore need more certainty that they will be able to park when arriving on campus. The travel plan is designed to achieve a modest reduction in car parking demand and hence this would be 		
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	<p>a positive impact.</p> <p>In summary, the impact for part-time women as a whole will be comprised of various positive and negative impacts for sub-groups of this group: women as a whole are not disproportionately affected but some with childcare commitments may experience negative impacts. However others, on lower incomes or who use buses, or who have time constraints will experience some positive impacts. The overall impact is therefore not clear and further work in the Action Plan will look at addressing the negative impacts.</p>		
Black and minority ethnic groups	<p>9.2% of staff on Grades A-D are BME, which is slightly above the population of Bristol and South Glos as a whole.</p> <p>Individuals in this group may have different concerns over personal safety; the Action Plan consultations will investigate further.</p>		
Disabled people	<p>The travel plan will have positive impacts for disabled people in the following areas:</p> <ul style="list-style-type: none"> • Accessible car parking spaces will be protected exclusively for their use; • Local authority blue badge holders will no longer be required to obtain a separate parking permit. • A special UWE blue badge will be issued to those who produce medical evidence of restricted mobility; they will no longer be required to obtain a separate parking permit. • In all cases medical evidence or consultants' letters will be required to access accessible parking, which is aimed at reducing fraud and ensuring better availability space. • Students and staff with impaired mobility may have difficulty having to visit an outlet to obtain parking tokens. However, these will be available at UWE's online store and would be posted to the address specified by the individual. • New and existing buses on Ulink will all be low floor step-free access and fully DDA compliant. The Action Plan will include issues such as access and signage for buses and car parks. <p>The abuse of disabled spaces on campus will be more strictly addressed, with £5 penalty notices</p>		

	and/or wheel-clamps applied to vehicles. Staff and students will be encouraged to report such instances to Transport Services staff.		
Younger or older people	<ul style="list-style-type: none"> • Older staff, students and visitors are more likely to have concerns regarding transporting heavy items relating to their employment or work studies. For all groups the transport & distribution service will be available to advise individuals on appropriate arrangements to mitigate any potential risks • Younger people are more likely to be subject to crimes against the person and security issues will be particularly important for them. • The youngest people affected at UWE are undergraduate students who, like staff over 60, are disproportionately less likely to own a car (many will be based at Frenchay campus) and so would benefit from the investment related to car parking charges. 		
People of different faiths and beliefs	Information about perceptions of or actual examples of harassment may show a need for additional security/training or bus drivers and other staff. Complaints which touch upon these areas will be dealt with through the contractors or standard UWE procedures.	No	
Lesbian, gay, bisexual people	As above; information about perceptions of or actual examples of harassment may show a need for additional security/training for drivers and other staff.	No	

10. What additional information do you need? How will you get it?

Information Information on actual incidents or perceptions of insecurity for different groups including BME, LGBT, younger and older people and people from	Method for collecting information Consultation with specific groups Information from staff surveys
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different religions or faiths	
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11. Are there any other departments/units/organisations that might want to join you in commissioning new research?

Faculty Stakeholders
Estates Department
Human Resources
Health and Safety Department
Student Services
Staff Trade Unions
UWE Student Union

12. Immediate amendment or revision of policy

a) Is there an opportunity to take steps to prevent discrimination, address different needs or promote equality of opportunity more effectively by immediately altering the policy/practice, or by working with others? If yes, please comment and complete action plan See pages 10-11 of Guidance

The guidelines relating to access to disabled spaces will be updated. Access to appropriate spaces will be granted to all blue badge holders and to those providing medical evidence of restricted mobility.
Other applications for access to disabled spaces will be handled on a case-by-case basis. The student will be given the option to discuss with the Wellbeing Service and Faculty Student Advisors. Staff applications in this category will be managed by Human Resources. No medical records will be stored by UWE Facilities.

13. Consultation

a) Do you need to carry out a formal/informal consultation internally or externally at this stage? See pages 11-12 of Guidance

Give details

Informal consultation has already been carried out with staff and students. Formal consultation is being carried out with the staff and student unions. Additional consultation is also proposed with equality groups to look at future improvements to services and facilities (specifically women, people with care responsibilities and disabled users of the facilities)

b) Are there other departments/units/organisations that might want to join you in commissioning new consultation?

Give details

Identified Equality Groups
Faculty Stakeholders and research groups
Estates Department
Human Resources

Health and Safety Department
Student Services
Staff Trade Unions
UWE Student Union

14. Please outline how you will revise the policy (if necessary) in the light of the consultation. If no change is to take place please give reasons.

No further changes currently planned, as measures already in place to respond to the needs of disabled people using the car parks. However the policy will be revised in light of the outcomes of the further consultation work contained within the Action Plan. Additionally the policy will be continually reviewed to ensure any improvements to the service and facilities provided are identified.

15. How will you monitor the policy to ensure that it delivers the required outcomes on equality and diversity? See Guidance page 12-13

Transport initiatives which seek to promote more environmentally favourable modes of transport tend to rely on price as the primary driver to amend behaviour. UWE has partially addressed this concern by making differential charges. However if the outcome is that better paid staff are still happy to pay the sum and pressure on car parking remains UWE should consider other methods of rationing parking space. The annual UWE travel survey is anonymous and already records whether the individual considers they have impaired mobility. Future surveys will also request the respondent to state their gender and it will be made clear that these two questions will be used for EIA monitoring. An opportunity to provide comment on transport at UWE is also given and this will primarily be used to monitor whether the policy is meeting staff and student needs. (The consultation below should target BME, faith and LGBT groups and if an issue emerges monitoring should record race, sexual orientation and religion as well) Representations made by the Students Union and Trade Unions will receive a written response stating what action is to be taken regarding parking and equality groups to ensure the outcomes are delivered. Ad-hoc feedback is also collected by Transport & Distribution staff and forwarded to the individual responsible for implementation. Additional consultation will also be undertaken with representation from identified equality groups to look at future improvements to services and facilities

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

The university's travel plan will be amended when the level of car parking fees are next reviewed, which is scheduled for completion by 2011. This review will coincide with the expiry of the agreement for Car Park 20 and the review of the contract with Wessex Connect, that if any improvements to the EIA are identified following feedback or consultation, best practice or identified improvements can be included and implemented.

Equality Impact assessment completed by:

Name	Steve Ward
Post title	Travel Planner
Faculty / service	Facilities
Date	September 2008

Confirmed by:

Name	
Post title	
Faculty / service	
Date	

Please return this form to the Equality and Diversity Manager.

ACTION PLAN – Name of Policy ...UWE Travel Plan EIA..... Service/Faculty...Facilities

Issues	Actions required	Responsible Person	Resources required	Target date	Success Indicators	What progress has been made?
Information/data required						
Consultation	Consultation exercise to take place with Staff and Student Unions on the ongoing development of equality and diversity in relation to the universities travel plan commitments	Steve Ward		Dec 08	Staff and Student Unions to be satisfied with the outcomes.	
	Consultation exercise with identified equality groups (Specifically women and disabled users) in relation to travel	Steve Ward		Feb 09	Positive feedback from identified groups following implementation of service improvements	

	and transport facilities provided by the university business Suggest adding in bme groups					
Monitoring and review arrangements	Review and Feedback from EIA monitoring forum Review of findings and feedback from annual travel survey	EMG Steve Ward		April 09 TBA	Positive Review from EMG Positive feedback received	
Publication						
Other actions						

Please return form to the Equality and Diversity Manager

