

Full Equality Impact Assessment Form

Equality Relevance High

1. Name of the policy or practice?

Parking Policy Review

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

*To achieve requirements of the Master Plan through reducing single occupancy car use travelling to UWE Frenchay campus.
Approximately 25% of those currently driving to UWE would be restricted from parking on campus.*

3. Who is responsible for developing the policy?

Director of Facilities

4. Who is responsible for implementing the policy?

UWE Travel Planner

5. Who is the policy intended to benefit?

All staff and students at UWE

1. The overall benefit will be that the University is able to complete its master plan and achieves planning permission by demonstrating it has managed the impact of traffic generated. If the University were not to address parking, the increased population at Frenchay campus would lead to higher traffic figures which would be difficult to accommodate without major alterations to internal and local roads and would risk the University failing to gain planning permission due to the traffic impact.
2. The improved bus services and cycle facilities will be available to everyone.
3. Under a 'do-nothing' scenario there would be insufficient car parking available and staff and students would have great difficulty finding a space, especially after 9am. The measures are intended to ensure that those who have fewest alternatives to driving are still provided for, whilst those who live close to UWE will have better cycle and bus options.

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

As at 2 (above)

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

1. Measurement of mode share through annual travel surveys.
2. Analysis of additional parking revenue and additional costs, adjusting budget annually to ensure no more is collected than the minimum to support the travelsmart initiatives. These accounts will be published annually.
3. Student satisfaction survey – transport.

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	<p>WOMEN:</p> <ul style="list-style-type: none"> – Childcare; women considered more likely to have care responsibilities¹. – Car dependence: women known to be less reliant on cars than men.^{2,3} – The pay gap: women generally earn less than men⁴ and are more likely to work part-time. 		<p>WOMEN:</p> <ul style="list-style-type: none"> – No known difference for other caring responsibilities related to gender. Further sources of information to be sought.
Black and minority ethnic groups	BME groups known to be more likely to travel by bus ⁵ .		Unknown – no evidence of any other differences.
Disabled people	People with mobility impairments likely to be less reliant on the car and more reliant on public transport than others ^{6,7} ; however those who do use a car may be more dependent on it as they are less able to walk (including to public transport stops). Many disabled people benefit from free bus travel.		
Younger or older people	Younger and older people less likely to use a car ^{8,9} . Older people benefit from free bus travel.		
People of different religion and beliefs			Unknown
Lesbian, gay and bisexual	LGBT group known to be more likely to travel by bus ¹⁰ .		Unknown

¹

http://www.ic.nhs.uk/webfiles/publications/009_Social_Care/carersurvey0910/Survey_of_Carers_in_Households_2009_10_England_NS_Status_v1_0a.pdf

² Bus Usage by Equalities Group, Bristol City Council (<http://askbristol.files.wordpress.com/2011/02/bus-usage-and-satisfaction.pdf>)

³ <http://www.scotland.gov.uk/Publications/2009/09/11094846/4>

⁴ <http://www.nationmaster.com/red/country/uk-united-kingdom/eco-economy&all=1>

⁵ <http://askbristol.files.wordpress.com/2011/02/bus-usage-and-satisfaction.pdf>

⁶ <http://www.leeds.ac.uk/disability-studies/archiveuk/jolly/DRC%20transport%20research%20report%20-%20August%202006%20final.pdf>

⁷ <http://askbristol.files.wordpress.com/2011/02/bus-usage-and-satisfaction.pdf>

⁸ <http://www.scotland.gov.uk/Publications/2009/09/11094846/4>

⁹ Schmöcker et al., *Mode Choice of older and disabled people: a case study of shopping trips in London*, Journal of Transport Geography 16, 257-267 (2008)

¹⁰ <http://askbristol.files.wordpress.com/2011/02/bus-usage-and-satisfaction.pdf>

people			
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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	<p>Women may be disproportionately affected with any increase in parking charges if these are applied as currently, ie costs calculated by grade rather than salary as this would not take account of part-time workers effectively.</p> <p>The original policy proposed a parking charge related to % of total salary so this was originally not considered an issue. The proposal to create bands will be open to further monitoring through feedback received.</p> <p>Women likely to benefit from increased bus provision as a result of this policy as more likely to rely on public transport. Women more likely to be involved in childcare and those women in this category who use the car are likely to be more dependent on it.</p>		
Black and minority ethnic groups			No evidence that BME
Disabled people	<p>Disabled people would be adversely affected if policy did not take account of their needs. People with mobility issues who do use a car are more likely to see it as an essential. Policy will not alter the exemptions to the parking charge for this group, as at present.</p>	Disabled/older people benefit from reduced peak-time fares on UWE bus services.	
Younger or older people	Young and older people less likely to be reliant on the car and so this group is likely to benefit comparatively from the bus improvements as	Disabled/older people benefit from reduced peak-time fares on UWE	

	<p>compared with the increased parking charges. Younger drivers likely to be on lower incomes than older drivers. However, the policy will eventually remove parking for most undergraduate students. Younger people on lower incomes more likely to use public transport and will benefit from the additional services.</p>	bus services.	
People of different religion and beliefs		No	Unknown
Lesbian, gay, bisexual people		No	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?

Yes. A current issue with the existing parking charge mechanism relates to part-time staff. Those who work part days still pay a full days charge. By relating the charge to grade, this issue will be addressed.

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

Yes – highest priority based on above issues are to be Women's Staff Network and Student / Staff Disability Groups.
 All Trades Unions have been involved in production of proposed measures through travel smart. Union equality representatives have commented on this draft and will continue to be given this opportunity.
 All staff and students will be able to comment on equality issues regarding the travel smart proposals during full consultation phases.

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

Focus Group and email / web consultation

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.

The input of the EIA will be essential in developing the list of exemptions from parking charges and parking restrictions – the travel planner will be happy to participate and provide evidence of other universities' policies.

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

Travel Planner and future TravelSmart Groups or their successor (including SU, TUs, etc.)

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.

No outstanding equalities issues identified to date – consultation ongoing.

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

Following further development of the policy through TravelSmart. Intended date of implementation of parking policy/charges is 2013.

Equality Impact assessment completed by:

Name	Steve Ward
Post title	Travel Planner
Faculty / service	Facilities
Date	30 Aug 12

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	Potential impact on BME, religious, LGBT staff/students	Travel Planner			Information/data gathered and used to inform the completion of the EIA	
Consultation	Consultation with women's groups & disabled people groups. Possible additional consultation with other equality groups, depending on the outcome of the gathered information/data above.	Travel Planner			Women and disabled people being consulted on the final review of the parking policy.	
Monitoring and review arrangements		Travel Planner				
Publication	EIA published on the UWE website	E&D unit				
Other actions						

Please return form to the Equality and Diversity Manager