

Equality Impact Assessment: Stage One

All fields are mandatory

1. What is the policy? (Name/description of the policy)

Car Parking

2. Who creates the policy and who implements it?

Develops:

Pro-Vice Chancellor – Learning and Quality

Approves:

Senior Management Team

Implements:

Facilities Department

Monitors:

Facilities Department

3. Who is conducting this screening (if different from above)?

Equality Impact Assessment Working Group including:

Deputy Director Facilities

Front of House Manager

Facilities Administration Manager

Manager of Student Support Services

HR Adviser – Equality and Diversity

Equality and Diversity Manager

Pro-Vice Chancellor – Learning and Quality

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

To allocate parking permits to staff in a manner that meets the University's business needs and is as equitable as possible across all staff.

5. Who are the main stakeholders or people affected by the policy?

All staff who require car parking at the University.

**6. Is the policy applied uniformly throughout the university?
If no state why not**

The policy is intended to be applied uniformly throughout the University but it is possible (and there is anecdotal evidence) that this is not the case. This is because the permits are awarded (or withheld) by a number of senior staff across the University and it is difficult to ensure complete consistency in how the policy is applied.

7. What data are available to facilitate the screening of this policy? (e.g. numbers and profiles of people affected by the policy)

Data available at this stage include queries and complaints received by the Facilities Team. Further and more extensive data will be sought at Stage Two.

8. Beside each equality group please outline any evidence that the group has different needs, higher or lower participation, uptake or exclusion in relation to this policy?

N.B: A broad interpretation should be taken of the word 'evidence', including anecdotal evidence and evidence from qualitative or quantitative analysis where available. Please outline what the existing evidence is.

Age:

As more permits have been given to senior staff it is likely that the policy has a differential impact on younger staff. However as senior staff are more likely to need to travel outside the University the differential impact is probably justifiable.

Disability:

It is possible that disabled staff who do not have a blue badge are being disadvantaged by the policy. Further evidence is required to investigate this.

Ethnicity:

No evidence of exclusion

Faith or Belief:

No evidence of exclusion

Gender:

There is an indication that the policy is disadvantaging women who are more likely to work part-time and to have caring responsibilities. Further evidence is required to investigate this.

Part-time:

Anecdotal evidence suggests that part-time staff believe they are being disadvantaged by the policy. Further evidence is required to investigate this.

Sexual orientation:

No evidence of exclusion

Other (please state):

It is possible that staff on different campuses are being treated differently with regard to how the policy is being implemented. Further evidence is required to investigate this.

9. Considering the evidence available, the relevance and proportionality of the policy within the University, what do you consider to be the potential risk of differential impact on one or more groups (please tick one box)?

Low

Medium

High

If the risk is Low, please note who will review the policy and when:

Click here to enter text.

If the risk is Medium or High, please progress to Stage 2.

N.B. You will now need to forward this form to the Equality and Diversity Manager and update the University's Policy Register