

# Equality analysis form

If the activity you are planning to analyse is covered by an existing Equality Analysis or a relevant former Equality Impact Assessment, please use Section 2 of the form to highlight any updated information. The updated form should be sent through to the Equality and Diversity Unit for feedback, the start of the online consultation process and publication.

## Section 1

### Equality Analysis Screening

The following questions will identify whether a full Equality Analysis will be required. Please read the Equality Analysis guidance prior to completing the screening.

1. Name of the activity (strategy, policy, practice etc)

Closure of car park 20

2. Will this activity have the potential to deliver positive outcomes for students, staff and/or visitors from equality groups? Please provide evidence for your answer.

Yes, additional car parking is being provided on the main campus site for students and visitors to the university along with university staff. The facilities will be closer than the existing car park and will be provided on mainly surfaced car parks rather than the current car park that has a temporary stone finish.

3. Will this activity have the potential to create negative impacts on students, staff and/or visitors from equality groups? Please provide evidence for your answer.

There may be some displacement of existing staff users due to opening up some campus car parks to students and visitors, additional staff parking areas are being created to allow for the additional users however staff may be required to park slightly further away than present as the closest car parks are likely to fill first.

4. Does the activity have the potential to impact equality groups in the following ways:

- Access to or participation in UWE Faculties or Professional Services?
- Levels of representation across the UWE workforce?
- Student experience, attainment or withdrawal?
- Staff experience?

Please indicate YES or NO. If the answer is YES then a full analysis must be carried out. If the answer is NO, please provide a justification.

Yes, activity may be perceived to negatively impact staff experience, impact on student experience and access will be positive as higher quality facilities will be provided. There will be no impact on levels of representation.

### Equality analysis screening sign off:

Faculty Dean or  
Head of Service

CHRIS ABBOTT

Faculty / service	FACILITIES
Date	28/07/2016

Please return the completed form back to the Equality & Diversity Unit for feedback and publication

## Section 2

### Full Equality Analysis

1. Name of the activity (strategy, policy or practice etc)

University car parking at Frenchay campus, the closure of car park 20 and provision of additional parking on the main campus site.

2. What is the aim of the activity (objective or purpose)?

Car park 20 was identified for disposal under the campus 2020 strategy and has been sold for redevelopment. The equality analysis supports the reprovision of car parking on the main campus site.

3. If amending a current activity, what changes are proposed?

Closure of car park 20 at Frenchay campus, construction of additional parking on main campus and opening of unused parking areas for authorised university students and visitors.

4. Who is responsible for developing and delivering the activity?

University masterplanning team and the Facilities department.

5. What measures will be used to assess whether the activity is successful?

Regular audit of availability of parking and annual travel survey data.

6. Does the activity have a potentially adverse impact on equality groups, in terms of employment issues and/or service delivery for students and/or staff? In the table below, please give evidence to support your yes or no answers. If the answer is not known, indicate how you will source evidence.

**Meeting the public sector equality duty**

Please also use the table below to demonstrate whether the activity has the potential to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. Please use the 'no' column to highlight your responses.

	<b>Yes</b>	<b>No</b>	<b>Not known</b>
<b>Women and men</b>	Although car parking is provided on a first come first served basis and the number of parking spaces has been modelled against known demand women and men that work either part time or have caring responsibilities may feel disadvantaged as the available parking may be in the more peripheral areas as users tend to park as close as possible to their destination meaning these spaces will fill first.		
<b>Trans people</b>		No, as the new facilities will be on the main campus security, lighting and walking routes will be improvements on current facilities meaning any	

		perception of vulnerability will be reduced.	
<b>Black and minority ethnic groups</b>		No, as the new facilities will be on the main campus security, lighting and walking routes will be improvements on current facilities meaning any perception of vulnerability will be reduced.	
<b>Disabled people</b>		No, There are no changes planned to existing disability provision and if additional need is highlighted in the future it will be provided. majority of proposed car parks will have level access and improved surface.	
<b>Younger or older people</b>		No, as the new facilities will be on the main campus security, lighting and walking routes will be improvements on current facilities meaning any perception of vulnerability will be reduced.	
<b>People of different religion and beliefs</b>		No, as the new facilities will be on the main campus security, lighting and walking routes will be improvements on current facilities meaning any perception of vulnerability will be reduced.	

<p><b>Lesbian, gay, bisexual people</b></p>		<p>No, as the new facilities will be on the main campus security, lighting and walking routes will be improvements on current facilities meaning any perception of vulnerability will be reduced.</p>	
<p><b>Marriage and civil partnership</b></p>		<p>No, as the new facilities will be on the main campus security, lighting and walking routes will be improvements on current facilities meaning any perception of vulnerability will be reduced.</p>	
<p><b>Pregnancy and maternity</b></p>	<p>Although car parking is provided on a first come first served basis and the number of parking spaces has been modelled against known demand women and men that work either part time or have caring responsibilities may feel disadvantaged as the available parking may be in the more peripheral areas as users tend to park as close as possible to their destination meaning these spaces will fill first.</p>	<p>No</p>	

7. Please give evidence of how you have engaged equality groups in the equality analysis process. Is further engagement required?

Previous engagement events have been held with various groups that have fed into the previously published equality analysis for transport measures and this has been used to inform this process, we are proposing a further review with groups that either have caring responsibilities or work part time hours to fully understand their concerns when attending site.

8. What action can be taken to mitigate any potential negative impacts or address different needs? Please comment and then complete an action plan (see appendix 1).

It has been highlighted that a number of users work a shift pattern that finishes shortly after the main influx of users and this group tends to park in the closest car parks as they are first on site. Users that due to the part time nature or caring responsibilities attend site later will be informed of the areas that these users will have departed from and this parking will be made available to these users in the first instance.

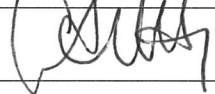
9. Please indicate the level of equality relevance:

High

Medium

Low

10. Equality analysis sign off:

Faculty Dean or Head of Service	CHRIS ABBOTT	
Faculty / service	FACILITIES	
Date	28/07/2016	

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