

Parking Regulations Users Guide

School/ Directorate

Estate and Campus Services

Person Responsible

Rose Jenkins

Created

6th April, 2021

Last Review

6th April, 2021

Status

Complete

Next Review

3rd January, 2022

Screening Data

What is the name/title of the policy/activity?

University of Dundee Parking Regulations : A Guide for Users

Describe the aim, objective and intended consequences of the policy/activity.

The aim is to set out clearly the parking regulations as they apply to the University of Dundee, and to provide guidance to all users of University of Dundee parking, on the obligations and restrictions placed on users of parking facilities.

Who is responsible for the policy/activity and who implements it?

The policy and guidance are the responsibility of Estates and Campus and implemented by the University of Dundee, as a member of the International Parking Community (IPC) Accredited Operations Scheme(AOS)

Who is effected by this policy?

All those permitted to make use of University of Dundee owned and managed parking facilities that are covered by the policy. This includes Main City Campus car parks, including Botanic Gardens, Riverside, MacKenzie Building and Wilson House at Ninewells Campus and Cyclacel, to the north of City Campus.

Is there any indication that this policy is relevant to equality and the protected characteristics or that those with any of the protected characteristics will have a different experience in relation to the intended outcomes of the policy?

The policy has a particular relevance to those with disabilities or limiting conditions. In addition there is a section relating to the use of the University Nursery and so it is valid to pregnancy and maternity.

Disabled parking bays are set out using the International Parking Community recommended guidance, statutory minimum sizing requirements and in line with the duty to make reasonable adjustments for disabled staff and students. Around 5% of University staff have disclosed a disability, although this is believed to be higher, based on the data from the 2011 Scottish Census. Around 1700 students are registered with Disability Services for support, although this may not be related to mobility disabilities. Again the overall number of students with disabilities is likely to be higher, as only those requiring support tend to register with Disability Services.

The University Nursery provides care for the children of staff and student at Dundee, as well as those from Abertay University.

Recommend this EA for Full Analysis?

Yes

Comments

The parking guidance provides opportunities for parking for flexible workers, who are mainly women, by introducing spaces available after 09.30. However named allocated spaces for disabled staff has been removed and replaced by disabled parking available to Blue Badge holders. Parking for nursery access is also available and supports mainly women and those with maternity caring responsibilities and allows drop off and pick up from the Nursery sites.

Rate this EA

Low

Impact Assessment Data

Is this policy relevant to the protected characteristic of Age?

- Yes

Indirectly there is a positive impact with parking provided for pick up and drop off at the University nursery. In addition, there is a correlation between age and disability. The University has parking spaces for disabled staff and students. This spaces available may need to be revised, depending on the level of applications for permits from staff.

Is this policy relevant to the protected characteristic of Disability?

- Yes

Changes have been made to the disabled parking available on campus. The University has followed international guidance and statutory requirements for the numbers and width of disabled parking spaces. It has also removed the named parking bays in light of challenges to the General Data Protection Regulations and the Equality Act 201. The University has also introduced a Green Badge, which will allow a member of staff or student to have a temporary permission to use accessible parking bays, due to a temporary impairment.

Although the introduction of the Green Badge is a positive step, there is also a potential for detriment to those Blue Badge holders, who have severe accessibility and mobility related disabilities and who previously would have have a named parking space, close to their workplace. The availability of those places is now open to all Blue and Green badge holders.

This change would have to be monitored and feedback from staff captured to understand what the impact actually is.

Is this policy relevant to the protected characteristic of Gender Reassignment?

- Yes

Indirectly there may be a need for an individual who is undergoing gender reassignment surgery to have access to a temporary Green Badge. This is not likely to be a regular requirement for those re-assigning but may be necessary on occasions. Given that the Green Badge is now available, the relevance is positive.

Is this policy relevant to the protected characteristic of Marriage and Civil Partnership?

- Yes

The policy is unclear as to whether couples, including those who are married or are in civil partnerships, would qualify as 'car sharing' and therefore benefit from the availability of car sharing bays.

A clear definition of what is meant by 'car sharing' is needed.

Is this policy relevant to the protected characteristic of Pregnancy and Maternity?

- Yes

the guidance provide support for pregnancy and maternity in several ways. The first is with the introduction of a Green badge, which would allow a pregnant member of staff or student to be able to apply for a short term permit should they experience health issues during their pregnancy. The second is that there is designated parking for access to the nursery facility for set down and pick up and also there are now spaces which are available after 9.30 for those who are working flexibly.

Is this policy relevant to the protected characteristic of Race?

- No

There is no specific relevance to race, unless in combination with the other protected characteristics as described.

Is this policy relevant to the protected characteristic of Religion and Belief?

- Yes

Although the relevance is small, there may be a benefit in the introduction of flexible working parking times for those following particular worship obligations. This is a minor relevance and not a detriment.

Is this policy relevant to the protected characteristic of Sex?

- Yes

The opening up of flexible spaces will benefit all staff and students who wish to work flexibly, however it is of particular relevance to those with caring responsibilities, who in the main are women. This step will allow for pick up and drop off at schools and other facilities, without the anxiety of finding a parking space.

The provision of parking spaces for pick up and drop off at nursery is a positive step for staff and students using the nursery facility. Again the main use of these spaces will be women.

Is this policy relevant to the protected characteristic of Sexual Orientation?

- No

The provision of parking facilities and guidance is not relevant to the protected characteristic sexual orientation specifically.

Taking account of the findings so far, is there a possibility that the implementation of this policy would result in a different experience or a detriment for those with protected characteristics?

- Yes

There are some key areas in the guidance which are relevant to the protected characteristics;

1. the provision of spaces for flexible use is a positive step for all, but particularly those with caring responsibilities and principally women
2. the introduction of the Green Badge shows good management practice toward staff who find themselves temporarily impaired. This is a positive step
3. the removal of named spaces for some with a disability may result in individuals having to travel further to their work places. Although these spaces have not been removed and are now open to Blue Badge holders, the issue of concern is the access that those with severe mobility disabilities have to their workplace. The introduction of the Green Badge and their entitlement to use the Assessable parking spaces adds to the potential for detriment of a small group of staff and students. This particular move will have to be monitored closely and staff feedback captured before a real understanding of impact can be gained.

Based on your findings so far, what recommendations or changes (if any) would you make in relation to the policy and how it is implemented?

In relation to the Parking Guidance, there is a significant amount of positive steps within the guidance that will improve parking access to people. This includes the introduction of car share and flexible parking spaces, which will benefit those who work flexibly for any reason but specifically for caring purposes. The nursery parking facility again offers support to those with caring responsibilities. For all staff the introduction of 'park and stride' parking is a benefit to overall health and wellbeing of staff and should be commended.

the introduction of the Green Badge scheme helps all staff and students with temporary impairments and again that is a positive step.

However the removal of named accessible parking spaces, whilst meeting GDPR and Equality Act requirements on disclosure, may detriment those with severe accessibility and mobility related disabilities in terms of having close access to their workplace. Although the parking spaces remain as accessible spaces, the opening up of those spaces to all Blue Badge and Green Badge holders will create competition for the spaces that may see individuals having to travel further to their workplace.

On a separate matter, there should be some clarity on what is meant by 'car sharing' and whether cohabiting couples are considered car sharers.

The recommendations at this stage is for clarity to be provided on who is regarded as 'car sharers' in order that any car share parking benefits are not abused.

The main recommendation, however is to monitor any complaints and feedback in relation to the removal of the named spaces. For those staff members who have named spaces currently, they should be asked to feed back the changes in their day to day experiences in relation to parking and this information used to review the proposals in this document in six months time.

Where you have recommended actions/changes to the policy, what are the timescales for completion of these

30-04-2021

What monitoring arrangements do you have in place to identify changes in any impact or relevance?

Initially gather feedback from those staff who will have their named parking spaces removed, to allow for a further review of this step in six months from implementation.

Out with that, capture feedback on the use of parking generally, which should be used to inform future change.

Monitor applications and issuing of for Green Badges to ensure the intended purposes are being met.

Comments

Overall the Guidance provides clarity and many positive steps for staff and student parking. The 'park and stride' support health and wellbeing, whilst the introduction of flexible access spaces supports staff who have caring responsibilities, particularly women. In relation to general health, the provision of the Green Badge is an example of good staff management practice.

The one area of concern is the removal of named parking bays for staff with disabilities. Whilst this the bays have not been removed and remain accessible parking bays for those who are Blue or Green Badge holders, for those staff with severe mobility related disabilities and who rely on getting close to their place of employment, the new guidance has created greater competition for those spaces and a chance that those individuals will have to travel a greater distance to their offices.

This change will need to be monitored and those staff currently with named spaces contacted to provide feedback on the lived experience of the new guidance. That information should inform a revisit of this particular change in the first six months of the new Guidance.

Organisation Sign-off Data

Having read the EIA, do you approve its findings and recommendations?

- Yes

What are your reasons for approving/not approving the EIA?

I have read and understood the comments in the EIA that has been done on the new Parking Regulations. In response to the points raised I can clarify the following:

- Car Sharing is a scheme open to all, regardless of their marital / personal status. It is literally an incentive to reduce the number of cars coming onto campus by encouraging people who live near each other to share a car and then have exclusive access to reserved spaces at peak times. It is a national scheme.

- Named disabled bays will be removed and we have agreed to monitoring this. We have received some feedback on this from 3 persons. I discussed the option of flexible parking for some of the disabled bays with 1 person and she saw this as a potential positive development. It was also noted that with flexible working being introduced, named bays is effectively blocking spaces for other disabled users for up to 70% of the time (ie based on a 2 days on campus working period, 5 days the space is unusable but vacant). In addition to this, it makes the university fail in providing access to spaces for users who do not have the privilege of a named space near to the building they need to access (e.g. students, visitors etc). We did an audit in January 2020 and found 2 named spaces for staff who had not worked at the University for quite some time, suggesting that the management and provision was inadequate. We also noted that the provision for named spaces is unusual and is not a statutory requirement. These were some of the additional reasons that prompted our belief that named spaces were not necessary.

If you have approved the EIA, do you agree with the monitoring arrangements in place?

- Yes

We have a central parking email address where we are gathering complaint / comments / queries. Complaints have been very low and mainly focussed on cost (note - our proposal is cheaper than NHS, DCC and Ninewells whom we benchmarked ourselves against).

Where you have not approved the monitoring process, what other steps do you require to be taken?

n/a

Comments

The changes in the regulations do affect all car park users across a range of sites but they bring equity and parity to a scheme which is a management tool for space on campus and is one part amongst a range of support that staff can use to access their place of work.

Next Review Date

2022-01-03

Outstanding Actions

No outstanding actions