

Equality Impact Assessment Tool: Policy, Strategy and Plans

(Please follow the EQIA guidance in completing this form)

1. Name of Strategy, Policy or Plan

NHS Greater Glasgow and Clyde's Car Parking Policy and Operational Procedures

Please tick box to indicate if this is: **Current Policy, Strategy or Plan**

New Policy, Strategy or Plan

2. Brief Description – Purpose of the policy; Changes and outcomes; services or activities affected

This policy was developed to recognise and try to deal with the tension, between the need to ensure staff can get to their workplace and make work related journeys with ease, while enabling patients and their visitors, many of whom are elderly and disabled, to have reasonable access to parking at our hospitals.

This policy takes cognisance of Green Transport Strategy and Scottish Government Circular CEL 38 (2008) Car Parking Charges at NHS Scotland Healthcare Sites.

A 4 hour maximum stay in patient and visitor car parks operates Monday to Friday (7.30am – 4.30pm). This will not affect the vast majority of patients and visitors, however special arrangements will be made for the small number who require to park for longer than 4 hours. The maximum stay does not apply to the designated staff car parks which have been set aside for permit and non-permit holding staff.

This policy applies to Gartnavel Royal Hospital; Gartnavel General Hospital; Southern General Hospital; Stobhill Hospital; Victoria Infirmary; Western Infirmary and Yorkhill Hospital. Since the policy was introduced the Royal Alexandra Hospital has been added to the sites covered.

This policy was written in 2008 and needs to be reviewed as it still refers to car parking charges.

3 Lead Reviewer

William Hunter, General Manager Facilities North/East Sector.

4. Please list all participants in carrying out this EQIA:

General Manager, Facilities North/East; General Manager – Facilities; Implementation Manager – Facilities; Business Administration Manager – Facilities; Equality and Diversity Advisor; Equality and Diversity Assistant.

5. Impact Assessment

A Does the policy explicitly promote equality of opportunity and anti-discrimination and refer to legislative and policy drivers in relation to Equality		
No, the policy makes no reference to the Disability Discrimination Act (1995).		
B What is known about the issues for different equalities groups in relation to the services or activities affected by the policy?		
General	<ul style="list-style-type: none"> •major problems for patients and visitors in parking on a number of hospital sites and increasing numbers of staff and patients chasing limited numbers of spaces; 	<p align="center">Source</p> <p align="center">NHSGG&C Complaint's system. CEL 38 (2008)</p>
Gender	See general section.	
Ethnicity	See general section.	
Disability	<ul style="list-style-type: none"> • 1 in 5 of the population of Scotland, nearly 1 million people, have rights under the Disability Discrimination Act. • There is a disabled person or a person with long term conditions living in over 1 in 3 households in Scotland. • Scotland has an ageing population and the probability of having a disability increases with age. The average age of a person with a long term condition or disability is 58 years and 70% of disabled people are aged over 65. • Feedback confirmed that a number of blue badge holders had difficulty parking due to spaces being inappropriately occupied 	<p align="center">Fair for All – Disability. Improving NHS Services for disabled people. (2008)</p>
Sexual Orientation	See general section.	
Religion	See general section.	

and Belief			
Age	Scotland has an ageing population and the probability of having a disability increases with age. The average age of a person with a long term condition or disability is 58 years and 70% of disabled people are aged over 65.	Fair for All – Disability. Improving NHS Services for disabled people. (2008)	
Social and Economic Status	See general section.		
C Do you expect the policy to have any positive impact on equalities or on different equalities groups?			
	Highly Likely	Probable	Possible
General	<p>The policy aims to</p> <ul style="list-style-type: none"> • improve access to car parking for patients and visitors and the quality of parking facilities. • Ensure, patients and visitors have good access to major NHS sites. • Manage car parking efficiently, effectively and fairly, balancing the competing interests of patients, visitors and staff. • To support the aims and objectives of the Green Transport Strategy. <p>The policy states that ‘A substantial proportion of parking on hospital sites should be available, adjacent to facilities, for patients and visitors, including access for disabled users.</p> <p>The Operational procedures states that ‘Patients and Visitors will park free of charge in designated areas. The areas will be clearly zoned and</p>		

	<p>identified’.</p> <p>Appropriate voluntary organisations can register volunteer drivers who will then be given car parking passes.</p> <p>There are designated drop off and pick up points areas for parking up to a maximum of 30 minutes.</p> <p>Access to emergency vehicles will be facilitated.</p>		
Gender	See general section.		
Ethnicity	See general section.		
Disability	<p>This policy aims to improve car parking for people with blue badges, as sites will now be policed by car parking attendants. Anyone parking in a disabled pay without a blue badge will be issued an Unauthorised Parking Notice (UPN).</p> <p>Members of staff with a blue badge will be entitled to a car parking permit.</p> <p>The Operational procedures stated that ‘Disabled patient and visitor parking areas will be clearly signposted and located in close proximity to hospital department entrances. Badges must be displayed.</p> <p>Disabled patients and disabled visitors will park without charge when the</p>		

	disability badge is displayed. (out of date)		
Sexual Orientation	See general section.		
Religion and Belief	See general section.		
Age	See general section.		
Social and Economic Status	See general section.		

D Do you expect the policy to have any negative impact on equalities or on different equalities groups?			
	Highly Likely	Probable	Possible
General	<p>Demand for car parking spaces will still exceed supply.</p> <p>Local residents are likely to be opposed because of increased parking on streets around the hospitals.</p>		
Gender	See above		
Ethnicity	See above		
Disability	See above		
Sexual Orientation	See above		
Religion and Belief	See above		
Age	See above		
Social and Economic Status	See above		

E Actions to be taken		
		Responsibility and Timescale
E1 Changes to policy	<ul style="list-style-type: none"> • The policy and operational procedures need to be updated as there are still some references to car parking charges and to take account of recent operational changes e.g. Royal Alexandra Hospital needs to be included, Dalian House needs to be removed. • The policy should take cognisance of NHS GG&C's policy on policies. • Include a reference to the Disability Discrimination Act (1995). • Include a review date on the policy. • The policy does not have a reference page i.e. Green Transport Strategy. 	<p>General Manager with Car Parking Remit.</p> <p>September 2011</p>
E2 action to compensate for identified negative impact	The demand for car parking spaces will exceed supply and will continue to be opposed by staff and local residents. Continue communication with staff groups and local authorities, given it is unlikely that funding will be available to increase the number of spaces. This would allow particular problems to be addressed and understood	<p>General Manager with Car Parking Remit.</p> <p>Ongoing</p>
E3 Further monitoring – potential positive or negative impact	Review the number of complaints received on each site including the formal process and from MSP's etc and identify how problems raised can be addressed.	<p>Site Facilities Manager</p> <p>Ongoing</p>
E4 Further information required	Clarify membership of Car Parking Steering Group and sub-groups as evidence of user involvement.	<p>General Manager with Car Parking Remit.</p> <p>May 2011</p>

6. Review: Review date for policy / strategy / plan and any planned EQIA of services

October 2011 for Policy review and programme of EQIAS to commence in April 2011 or earlier

Lead Reviewer: Name: Brian Wilson
Sign Off: Job Title General Manager Facilities Clyde
Signature
Date: 10th February 2011

Please email copy of the completed EQIA form to Jacqueline.Russell@ggc.scot.nhs.uk

Jacqueline Russell, Corporate Inequalities Team, NHS Greater Glasgow and Clyde, Gartnavel Royal Hospital, 1053 Great Western Road, Glasgow, G12 0YN. Tel: 0141 201 4560.