



Equality Impact Assessment Template

Before carrying out EqIA, you should familiarise yourself with the University's EqIA Policy Statement and Guidance and Checklist Notes, and undertake our online training on Equality and Diversity and EqIA. These, along with further information and resources, are available at www.ed.ac.uk/schools-departments/equality-diversity/impact-assessment

EqIA covers policies, provisions, criteria, functions, practices and activities, including decisions and the delivery of services, but will be referred to as 'policy/practice' hereinafter.

A. Policy/Practice (name or brief description): University of Edinburgh Integrated Transport Plan 2023-30

B. Reason for Equality Impact Assessment (Mark **yes against the applicable reason):**

- Proposed new policy/practice
- Proposed change to an existing policy/practice **YES**
- Undertaking a review of an existing policy/practice
- Other (please state):

C. Person responsible for the policy area or practice:

Name: **Emma Crowther**

Job title: **Travel and Transport Manager**

School/service/unit: **Estates, Support Services**

D. An Impact Assessment should be carried out if any of the following apply to the policy/practice, if it:

- affects primary or high level functions of the University
- is relevant to the promotion of equality (in terms of the Public Sector Equality Duty 'needs' as set out in the Policy and Guidance)?
- It is one which interested parties could reasonably expect the University to have carried out an EqIA?

E. Equality Groups

To which equality groups is the policy/practice relevant and why? (add notes against the following applicable equality group/s)

- Age
- Disability
- race (including ethnicity and nationality)
- religion or belief
- sex
- sexual orientation
- gender reassignment

- pregnancy and maternity
- marriage or civil partnership¹

Add notes against the following applicable statements:

- On any available information about the needs of relevant equality groups:
- Any gaps in evidence/insufficient information to properly assess the policy, and how this be will be addressed:
- If application of this policy/practice leads to discrimination (direct or indirect), harassment, victimisation, less favourable treatment for particular equality groups:
- If the policy/practice contributes to advancing equality of opportunity²
- If there is an opportunity in applying this policy/practice to foster good relations:
- If the policy/practice create any barriers for any other groups?
- How the communication of the policy/practice is made accessible to all groups, if relevant?
- How equality groups or communities are involved in the development, review and/or monitoring of the policy or practice?
- Any potential or actual impact of applying the policy or practice, with regard to the need to eliminate discrimination, advance equality and promote good relations:

Positive

The impacts resulting from the Integrated Transport Plan will be predominantly positive, improving connectivity to and between our campuses and residencies with the intent of increasing the proportion of students and staff using sustainable transport options.

Positive impacts will include: access to expanded and improved footways and cycleways for those walking, wheeling and cycling; affordable access to bikes including ebikes and adapted bikes; improved access to public transport (in terms of both affordability and range/number of services available); improved provision of disabled parking bays; adaptations to the parking management system in response to changing working patterns and external transport policy; access to more affordable electric vehicles via a salary sacrifice scheme and support to make the switch to EV through the provision of EV parking and charging; car sharing to reduce the number of single occupancy car journeys.

Less use of private car and more use of public transport, walking, wheeling, cycling and car sharing will contribute to public health improvements – air quality, road safety and individual health will benefit from more active travel. In addition more sustainable travel will contribute to adaptation to climate change and extreme weather events.

Negative

Some of the Plan's actions, such as adapting the parking management system, might have a disproportionately negative impact on older people, people with mobility difficulties, carers and others reliant on private transport to access their work/study

¹ Note: only the duty to eliminate discrimination applies to marriage and civil partnership. There is no need to have regard to advancing equality or opportunity or fostering good relations in this respect.

² This question does not apply to the protected characteristic of marriage or civil partnership

place or undertake activity before and after the working day. This could be mitigated by improvements to other modes of transport and increased choice of transport options.

The potential positive and negative impacts on each of the protected characteristics is discussed in more detail below.

Age	<p>The Young Persons Free Bus Travel Scheme (delivered by the Scottish Government) has created an inequality within the student body where age alone is used as the determinant of eligibility to access free bus travel in Scotland. Young people must be aged 21 years and under to access the scheme. As a consequence we have UG and PG students over the age of 21 years who are in the same financial circumstances as younger students but unable to access free bus travel solely due to their age.</p> <p>The Plan includes an action (PT1) to lobby the Scottish Government for an extension to the Young Persons Free Bus Travel Scheme to include all students regardless of age. This would resolve the transport issues around affordability and equality and be a positive outcome for older students.</p>
Disability	<p>The Plan includes an action (C1) to continue to evaluate and adapt the Parking Management System on a site by site basis to reflect changing working patterns and a decreasing provision of car parking in a manner that best supports the business continuity of the University. Action C3 will ensure the provision of accessible disabled parking bays. Changes in the way that parking is managed and delivered has the potential to have both positive and negative impacts on people with a disability. These actions will be developed in consultation with Staff Disability Advice Service and Student Disability and Learning Support Services to ensure that actions serve to enhance accessibility for people with disabilities.</p> <p>Action W2 will provide and maintain accessible routes within University sites. Careful consideration will be given to: the inter-relationship of cyclists and pedestrians to ensure the appropriate use of shared and segregated paths and; the type of surfacing used to ensure it is accessible for users with a disability. This action will be developed in consultation with Staff Disability Advice Service and Student Disability and Learning Support Services to ensure that actions serve to enhance accessibility for people with disabilities.</p>
race (including ethnicity and nationality)	<p>It has not been identified that the Integrated Transport Plan would lead to discrimination of this protected characteristic, however this does not preclude this from being considered in the development of proposals for actions contained within the plan (for which individual EqlAs will be prepared)</p>
religion or belief	<p>It has not been identified that the Integrated Transport Plan would lead to discrimination of this protected characteristic, however this does not preclude this from being considered in the development of proposals for actions contained within the plan (for which individual EqlAs will be prepared)</p>
sex	<p>Action W3 will identify where improved lighting is required. Improved lighting improves real and perceived safety</p>

	experienced by all in society, but disproportionately affects females.
sexual orientation	It has not been identified that the Integrated Transport Plan would lead to discrimination of this protected characteristic, however this does not preclude this from being considered in the development of proposals for actions contained within the plan (for which individual EqlAs will be prepared)
gender reassignment	It has not been identified that the Integrated Transport Plan would lead to discrimination of this protected characteristic, however this does not preclude this from being considered in the development of proposals for actions contained within the plan (for which individual EqlAs will be prepared)
pregnancy and maternity	The Plan includes an action (C1) to continue to evaluate and adapt the Parking Management System on a site by site basis to reflect changing working patterns and a decreasing provision of car parking in a manner that best supports the business continuity of the University. Changes in the way that parking is managed and delivered has the potential to have both positive and negative impacts on pregnancy and maternity. Any changes to the eligibility criteria used to assess parking permit applications have the potential to impact on pregnancy and maternity and should seek to advance equality in access to work and study. These actions will be developed in consultation with HR.
marriage or civil partnership ³	It has not been identified that the Integrated Transport Plan would lead to discrimination of this protected characteristic, however this does not preclude this from being considered in the development of proposals for actions contained within the plan (for which individual EqlAs will be prepared)

F. Equality Impact Assessment Outcome

Select one of the four options below to indicate how the development/review of the policy/practice will be progressed and state the rationale for the decision

Option 1: No change required – the assessment is that the policy/practice is/will be robust.

Option 2: Adjust the policy or practice – this involves taking steps to remove any barriers, to better advance equality and/or to foster good relations.

Option 3: Continue the policy or practice despite the potential for adverse impact, and which can be mitigated/or justified

Option 4: Stop the policy or practice as there are adverse effects cannot be prevented/mitigated/or justified.

The actions contained within the Integrated Transport Plan have not been worked up into detailed proposals. Detailed proposals will be developed over the lifetime of the Plan (2023-30). Their potential for any negative impact on the protected characteristics have been highlighted in Section E, however as each action is developed into a proposal they will be subject to an individual EqlA to ensure that any adverse effects are prevented, or mitigated or justifiable.

G. Action and Monitoring

³ Note: only the duty to eliminate discrimination applies to marriage and civil partnership. There is no need to have regard to advancing equality or opportunity or fostering good relations in this respect.

1. Specify the actions required for implementing findings of this EqIA and how the policy or practice will be monitored in relation to its equality impact (or note where this is specified above).

Annual Travel Surveys will collect data on age, sex and disability together with travel behaviours. This data is used to monitor how travel behaviours may differ between groups and identify any disproportionate behaviours which could be caused by the implementation of the action contained within the Integrated Transport Plan. As noted in Section F it will be necessary to undertake an EqIA for each individual action in the Integrated Transport Plan.

2. When will the policy/practice next be reviewed?

The Plan will be reviewed annually.

H. Publication of EqIA

Can this EqIA be published in full, now? **Yes/No**

If No – please specify when it may be published or indicate restrictions that apply:

I. Sign-off

EqIA undertaken by (name(s) and job title(s)): **Emma Crowther, Travel and Transport Manager**

Accepted by (name): **David Brook, Head of Support Services**

[This will normally be the person responsible for the policy/practice named above. If not, specify job-title/role.]

Date: 27/01/23

Retain a copy of this form for your own records and send a copy to

equalitydiversity@ed.ac.uk