

**Working together to create a borough of opportunity
Predictive Equality Impact Assessment (PEIA)
FOR ALL COUNCIL DECISIONS ONLY**



Title of report or proposal:

Staff Car Parking Entitlement

Describe in full the aims, objectives and purpose of the proposal, including desired outcomes:

The Executive Management Team have asked members of the More Efficient Working Team to look in to the provision of staff car parking with the remit to assist the Environment Department to meet MTFs saving of £200K. At present there are a number of staff throughout the council who are parking free of charge, for several different reasons, in and around council properties. We are now looking to charge staff to park in these spaces and generate incomes and savings as described within MTFs.

Department:

The report is owned by FCS on behalf of Environment Department who will action the recommendations

Officer Responsible: *(to be completed by the report author)*

Caroline Wilkinson, x1813, caroline.wilkinson@lbhf.gov.uk

(Signature, Print Name, Contact Number and Email Address)

Principal Policy Officer: *(to be completed by the Corporate Principal Officer)*

Signed off by Jane Hill on **31/07/09** Email PEIA@lbhf.gov.uk Tel 020 8753 3430

PLEASE ANSWER THE FOLLOWING QUESTIONS:

1. Who are the main people that this decision will affect?

At present the 300+ members of staff who are currently parking free of charge in council spaces and potentially any member of the council who might wish to apply for a paid parking space.

2. Identify the risks that could prevent the planned outcomes

**Staff are not prepared to take up the offer of paying for their space and the potential incomes and savings would not be achieved.
Additional costs may be incurred by having to install new equipment i.e. barriers, fobs, etc, as well the costs of enforcement of the new system i.e. monitoring that only those members of staff who have paid for staff are using the car parks.
The consultation process might result in a major reworking of the project.**

3. Could the proposal have a positive impact on **a) race b) disability c) gender d) sexual orientation e) age f) belief system groups?** (Please provide evidence e.g. user feedback, complaints, monitoring?)

**Race: No. The application for a space is open to all on a first come first serve basis
Disability: Yes. Registered disabled employees will be allocated a space free of charge. People needing a temporary space due to a medical condition will be offered a space on a 6 monthly basis reviewed by Occupational Health every 6 months.
Gender: No. The application for a space is open to all on a first come first serve basis
Sexual Orientation: No. The application for a space is open to all on a first come first serve basis
Age: No. The application for a space is open to all on a first come first serve basis
Belief System Groups: No: The application for a space is open to all on a first come first serve basis**

4. Could the proposal have a differential negative impact on **a) race b) disability c) gender d) sexual orientation e) age f) belief system groups?** (Please provide evidence e.g. user feedback, complaints, monitoring,?)

No, based on the reasons given in 3 above – impact on staff not willing to pay charges

5. Could the proposal have any differential impact (either positive, negative or neutral) on the health outcomes of the local population? Please provide details.

People needing a temporary space due to a medical condition will be offered a space on a six monthly basis.

6. Can any differential negative impact of the decision be justified?

N/A

7. If you have undertaken any internal/ external research or consultation(s) please list these below:

We have contacted other Local councils to determine their policies on staff car parking. We have checked with our VAT expert as to whether VAT is to be charged. Human Resources will check whether legislation will be compromised by asking Essential Car Users to pay for a car parking space.

8. Do you need to undertake any further consultation? If so, what and with whom?

This will be determined by a decision to be taken by Corporate HR as to whether we have to go out to consultation as there is the potential that implied terms and conditions might be impacted

9. If any differential negative impact is predicted, what actions are you planning to implement which would help lessen any adverse impact? Please give details.

N/A

PLEASE EMAIL COMPLETED FORM TO PEIA@lbhf.gov.uk

**Contact: Equalities & Diversity Officer, 020 8753 3430
London Borough of Hammersmith & Fulham**