The State Hospital Equality Impact Assessment (EQIA)

You should read the guidance document prior to completing this template.

Please note, the EQIA should be proportionate to the significance and coverage of the policy and should take cognisance of the nature of the environment and patient group.

Step 1: Screening to determine if the policy requires a detailed EQIA

Name of the policy: Car Parking Policy	

Directorate: Security, Estates and Resilience   **Date:** 04/08/2022

Designation(s) of author(s): Deputy Physical Security Manager

Strategy ☐   **Policy** ☒   **Protocol** ☐   **Project** ☐   **Other** ☐

New ☐   **update to existing policy** ☒   ***replacement** ☐

(*please advise what this policy is replacing)

1. What are the main aims and outcomes of the policy and how do these fit in with the wider aims of the organisation, legislation and national drivers?

Aim(s) / Outcome(s)	Wider Aim(s)
Provide the State Hospital (TSH) staff, contractors, volunteers and visitors with clear guidance on the rules and requirements associated with parking in the car parks at The State Hospital. Comply with the Disability Discrimination Act in respect of protecting access to disabled parking spaces for those who require this facility.	To ensure The State Hospital can provide safe and secure parking for all. To make best use of available space to maximise the opportunity for those that need to use the car parks to do so. To ensure TSH car parks are used safely and appropriately.

2. Please identify the scope of the policy

Forensic Network wide ☐   **Hospital wide** ☒   **Service specific** ☐

Discipline specific ☐   ***Other** ☐   **(*please provide details)**

3. Who are the key stakeholders potentially affected by the policy? Will the policy impact on these groups in a positive and/or negative and/or neutral way? Why do you say this?

Stakeholder(s)	Impact	Rationale
1. Staff, Volunteers, Visitors, Contractors	Positive	Clear guidelines promote consistency and fairness. Safer car parking facilities for all carpark users. Appropriate and supportive access to the Hospital environment for

		disabled people, older people, children and others who may temporarily benefit from parking in close proximity to the Reception building (e.g. pregnant people, those requiring interim mobility aids). Safer public roads as a result of providing off street parking facilities.100% CCTV coverage plus Automatic Number Plate Recognition (ANPR). Supports the process to deliver complimentary on-site parking.
	Negative	Use of CCTV and ANPR impacts on the privacy of those using TSH car parks.
2. General Public	Positive	Safer public roads due to off street parking facilities.
	Negative	Provision of free car parking may increase local traffic.

4. Is a collaborative assessment with external partners required?   No

 *If no, please provide rationale

The upgrade to 100% CCTV coverage and introduction of ANPR was agreed with the ICO as part of the Security refresh project.

5. Specifically, in relation to the protected characteristics, please identify whether the policy impacts positively, negatively and / or neutrally on these groups, providing rationale in support of your decision. Please also describe any identified inequality and indicate practice in place which mitigates aspects of the policy contributing to any adverse impact or inequality.

Protected Characteristic	Positive X	Adverse / Negative X	Neutral X	Identified impact / inequality and rationale, including mitigating practice where appropriate
Age			X	Ample space for dropping off older people / young children directly adjacent to Hospital entrance.
Disability	X			Parking spaces for 'Blue Badge' holders available close to the Hospital entrance. Supports others who may temporarily benefit from parking in close proximity to the Reception building (e.g. those requiring the use of interim mobility aids).
Gender			X	
Gender Reassignment			X	
Marriage and Civil Partnership			X	
Pregnancy and Maternity	X			Ample space for dropping off pregnant women directly adjacent to Hospital entrance.
Race/Ethnicity			X	
Religion and or Belief			X	
Sexual Orientation			X	

6. Thinking about the key stakeholders you have identified in no. 3, please explain how the policy supports the organisation to eliminate any potential unlawful discrimination, harassment and victimisation of these groups, promoting equality of opportunity and fostering good relationships between all stakeholders.

Policy applies equally to all car park users in terms of providing clear guidelines on the safe use of the car parking facilities. Clear expectations around appropriate use of disabled parking spaces and allocation of responsibility in relation to managing situations involving inappropriate use of same.

7. Thinking about the key stakeholders you have identified in no. 3, please identify potential inequalities of outcome which may arise in relation to socio-economic disadvantage (low income), including material deprivation.

None identified

Please discuss with the Service Lead / Director and complete below to indicate this person is in agreement with your findings.

Service Lead / Director Designation: Director of Security, Resilience and Estates

Date: 04/08/2022

Then forward this screening document and your policy document to the Person Centred Improvement Lead for approval.

Approved by Person Centred Improvement Lead   Date: 4/8/22

Comments

No requirement for detailed EQIA.

Detailed EQIA required. Please contact Person Centred Improvement Lead for advice / support   Date: /   /

Following consultation, this EQIA should be attached to the policy document and included within the paperwork for consideration by the Policy Approval Group prior to implementation. If any changes to the EQIA are required as a result of feedback from the consultation, please contact the Person Centred Improvement Lead.

Please note, as policy and EQIA documents are within the public domain, via the Hospital's website (unless identified by the Policy Approval Group as sensitive information), content should not include the names of any stakeholders and/or include any information which would identify individuals.