

Transport and Environment Committee

10.00am, Thursday, 14 September 2023

Edinburgh Workplace Parking Levy

Executive/routine
Wards

Routine
All

1. Recommendations

- 1.1 Committee is asked to note the interim integrated impact assessment report and progression with the agreed milestones for the Edinburgh Workplace Parking Levy.

Paul Lawrence

Executive Director of Place

Contact: Gareth Dixon, Senior Policy and Insight Officer

E-mail: Gareth.dixon@edinburgh.gov.uk

Edinburgh Workplace Parking Levy

2. Executive Summary

- 2.1 As requested by Committee on 2 March 2023, this report provides an update on an integrated impact assessment for an Edinburgh Workplace Parking Levy (WPL) and agreed plans for future engagement and a public consultation. Committee is asked to note the progression of these milestones.

3. Background

- 3.1 The [Strategic Business Case](#) for the Edinburgh workplace parking levy was presented to Transport and Environment Committee on 2 March 2023.
- 3.2 This report provides an update on the tasks set out in Section 5 of the (2 March) report.

4. Main report

- 4.1 The Transport (Scotland) Act 2019 gives Councils in Scotland the ability to introduce a workplace parking licensing and levy charge. Regulations to support the Workplace Parking Licenses scheme came into force on [4 March 2022](#) and further Guidance was published by Transport Scotland on [30 June 2022](#).
- 4.2 The intent of the new powers was for Scottish local authorities to design schemes to suit their local objectives. Local authorities can make decisions around key elements such as the amount of the WPL charge, the licensing area, local exemptions, the periodic review of schemes and the decision on the raised revenue.
- 4.3 “WPL has the potential to encourage the use of more sustainable travel modes, reducing congestion and tackling climate/air emissions. As the net revenue generated by WPL schemes must be committed to support policies in local transport strategies, this policy is also intended to raise revenue that could be used to improve public or active transport, making it more attractive and thus encouraging individuals to use public transport instead of driving.” [Workplace parking Licensing Guidance for Local Authorities – Transport Scotland](#).

- 4.4 To date there has been no decision taken by the Council on the proposed boundary area, size of charge and any local exemptions on types of workplaces or users. These decisions, including whether to proceed with consideration of introducing a WPL in Edinburgh, will be made by the Council after findings from engagement and the public consultation are reported to Committee, and any subsequent further impact assessment work are considered.

Interim Integrated Impact Assessment (IIA) of an Edinburgh Workplace Parking Levy

- 4.5 An Edinburgh WPL has the potential to support the Council in achieving a reduction in transport emissions by supporting an increase in the proportion of trips made by sustainable travel modes and improving travel choices, by ensuring that many other travel options are made more inclusive and affordable.
- 4.6 Funds raised from an Edinburgh WPL have the potential to provide people within and outside of the city with better access to direct public transport links and park and ride sites. It could also give workers, who can use alternative means of travelling to work, the encouragement to do so by investment in active travel and public transport systems.
- 4.7 The process of the IIA raised a number of themes that could be explored further in future engagement. These include but are not limited to:
- 4.7.1 Better workplace parking management by employers to encourage access to car parking options and employee travel to work, with benefits for recruitment, retention and efficient site usage;
 - 4.7.2 Improvement in the health and stress levels for people where they especially struggle to find suitable parking due to high demand or benefits from improvements in public transport or active travel to their workplace;
 - 4.7.3 Impact on neighbouring residential areas from displaced parking by drivers seeking to avoid paying the charge moving to areas nearby or close to public transport terminals; and
 - 4.7.4 Impact on businesses and employees who may already face continued cost pressure post 2025, workers in part time roles or low pay sectors, or where the employer has a heavy dependence on providing free parking as part of their business activity to their employees.
- 4.8 The IIA summary report in Appendix 1 identifies some potential mitigating actions in response to some of these anticipated impacts and includes using the additional funding from a WPL on new services (such as a displaced parking taskforce or enhanced travel planning activities and employee discount for public transport).

Engagement

- 4.9 The Council has committed to investigate a WPL for Edinburgh in both the Council's latest Transport and Climate Strategies. Both of these support that consultation and engagement be used to inform the development of an Edinburgh WPL.

- 4.10 As this is the first public engagement on the Edinburgh WPL, survey questions and engagement workshops with stakeholders will focus on the general principles of a Workplace Parking Levy. Appendix 2 provides an outline of the next stages of activity that will, subject to agreement, proceed after the results of the public engagement are reported to the Transport and Environment Committee.
- 4.11 Appendix 2 provides that further impact assessment on Edinburgh's workplace parking levy proposal could be prepared. This is likely to include a review of the Edinburgh workplace parking data that accounts for the change in travel behaviour post pandemic. A summary briefing on Edinburgh Workplace Parking Survey results in 2020 was reported to the Transport and Environment Committee Meeting on [21 November 2020](#).

5. Next Steps

- 5.1 As previously agreed, the next step is to progress the Edinburgh WPL engagement with a view to assessing and presenting the findings by the end of February 2024.

Financial impact

- 6.1 As previously reported in March 2023, the initial estimate of the operational costs of the scheme to the Council could be approximately £500,000 per annum. These estimates remain provisional.
- 6.2 The proposal has the potential to generate additional income for the Council which could be reinvested in sustainable transport and support the delivery of the Council's City Mobility Plan.
- 6.3 If approved, additional stages of development of the WPL will require project management resource to ensure delivery within the timescales set out in Appendix 2. At this stage it is proposed that this could be funded through the invest to save fund. Approval from Finance and Resources Committee will be sought at the appropriate time.

7. Equality and Poverty Impact

- 7.1 A summary of findings from the interim integrated impact assessment is included in Appendix 1. This will be updated as more information becomes available and decision making on Edinburgh proposed position becomes more certain.

8. Climate and Nature Emergency Implications

- 8.1 It is not possible quantify the impact of any WPL until there is a design of the scheme and the package of new transport related measures are identified. A

summary of findings from the interim integrated impact assessment is included in Appendix 1. This will be updated as more information becomes available and decision making on Edinburgh proposed position becomes more certain.

Environmental Impacts

- 8.2 It is not yet possible to define the environmental impacts until a decision has been made by the Council on an Edinburgh WPL. Some of the potential impacts, not yet measured, are noted in Appendix 1.
- 8.3 A Strategic Environmental Assessment (SEA) has been completed for the City Mobility Plan on which this stage of the WPL was based. It is considered that due to the WPL being in such an early stage of development, with no proposal developed, any consideration of a SEA being required is premature. Further impact assessment work is expected to only proceed if there is agreement, and will be subject to any decisions after initial engagement findings are reported to Committee in early 2024, See Appendix 2 for the current outline for delivery.

9. Risk, policy, compliance, governance and community impact

- 9.1 Further Community impact will be obtained through initial public engagement on the Edinburgh WPL and reported to the Transport and Environment Committee in February 2024.

10. Background reading/external references

- 10.1 [Minute](#) of the Transport and Environment Committee meeting 2 March 2023.
- 10.2 Transport and Environment Committee, [City Mobility Plan](#), 19 February 2021.

11. Appendices

- 11.1 Appendix 1: Interim Integrated Impact Assessment on an Edinburgh Workplace Parking Levy – Summary Report
- 11.2 Appendix 2: Timeline

Appendix 1: Interim IIA on an Edinburgh WPL – summary findings

This is an interim report and is not a final assessment. This will be revisited at appropriate intervals as more evidence is developed in this area.

Interim Integrated Impact Assessment – Summary Report

1. Title of proposal:

To consider the development and options for an Edinburgh Workplace Parking Levy (WPL).

2. What will change as a result of this proposal?

The decision to introduce a workplace parking licensing and levy charge was conferred from the Transport (Scotland) Act 2019 to local authorities in Scotland.

A WPL is the potential annual charge on employers for providing a parking place for their staff, person attending training including students, supplier, business or customer visitor.

No decision on the boundary area, size of charge and any local exemptions on types of workplaces or users have been made by Edinburgh. These decisions, including whether to proceed with its consideration of introducing a Workplace Parking Levy in Edinburgh, will be made by the Council and informed by findings from this IIA, findings from a public consultation, and future impact assessment of the proposed scheme if undertaken.

A WPL, should it be decided and implemented at a later date in Edinburgh, will support the Council in achieving a reduction in transport emissions by supporting an increase in the proportion of trips made by sustainable travel models and improve travel choices by ensuring that many more travel options are made more inclusive and affordable. The Employer is liable to pay the annual charge but, on occasion, this could be passed on to

the employee. This could be paid by the employee either in full or in part on a pro-rata basis or based on ability to pay designed by the employer.

An Edinburgh WPL may also, through raised revenue of potentially over £12 million per year, provide people inside and outside of the city better access to direct public transport links to work and for park and ride sites; and could give workers, who can use alternative means of travelling to work, the encouragement to do so by better investment in active travel and public transport systems. To date Edinburgh has not yet outlined what the revenue raised will pay for, however proceeds of a WPL scheme must facilitate the achievement of policies in the authority's local transport strategy.

The Council's City Mobility Plan reports that, subject to approval, the proceeds raised from a workplace parking levy will support in broad terms the delivery of public transport improvements, focused on quality, innovation and affordability for those in greatest need.

3. Briefly describe public involvement in this proposal to date and planned

This will be the first open engagement on the subject of a Workplace Parking Levy within Edinburgh. The Public were previously consulted about future transport related options during the development of the City Mobility Plan and WPL was amongst the many options raised as part of that conversation but was never contemplated in such detail.

4. Is the proposal considered strategic under the Fairer Scotland Duty?

No

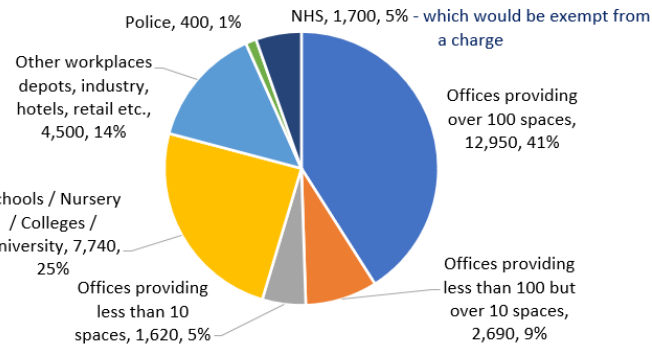
5. Date of IIA

Scoping meeting held on 25 and 26 April 2023

6. Who was present at the IIA? Identify facilitator, lead officer, report writer and any employee representative present and main stakeholder (e.g., Council, NHS)

Name	Job Title	Date of IIA training
Ruth Baxendale (Facilitator)	Senior Policy and Insight Officer	IAA trainer
Elin Williamson	Head of Business Growth and Inclusion	
Judith Cowie	Transport Officer	
Stuart Lowrie	Public Transport Manager	
Greg McDougall	Transport Officer	
Michelle McMillan	Operations Manager Communities and Families	
Gareth Dixon (Lead Officer/ report writer)	Senior Policy and Insight Officer	

7. Evidence available at the time of the IIA

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal																																
<p>Data on populations in need (Defined as those businesses who could be liable for WPL in Edinburgh)</p>		<p>No decision on the boundary area, size of charge and any local exemptions on types of workplaces or users have been made by Edinburgh. These decisions will be informed by available evidence, including this IIA, and findings from a public engagement and consultation on the scope of the Edinburgh WPL.</p> <p>There are a maximum of 35,000 parking spaces that could be liable within the local authority area boundary of Edinburgh. When considering the impact, it should be noted on the type of workplace premises that are likely to be affected – See Chart.</p> <p>Parking spaces provided for disabled users are exempt from a WPL charge and were not included in the chart, NHS premises and hospices are also exempt from a charge.</p> <p>The total to be charged at the time of any implementation date will likely be lower than figures presented above because of changes in employer provision of parking to avoid liability or from changes to home-work patterns observed since 2020.</p> <p style="text-align: center;">Maximum liable parking places in Edinburgh by premise type (estimated from 2020)</p>  <table border="1" data-bbox="742 1265 1396 1612"> <caption>Maximum liable parking places in Edinburgh by premise type (estimated from 2020)</caption> <thead> <tr> <th>Premise Type</th> <th>Number of Spaces</th> <th>Percentage</th> <th>Notes</th> </tr> </thead> <tbody> <tr> <td>Offices providing over 100 spaces</td> <td>12,950</td> <td>41%</td> <td></td> </tr> <tr> <td>Offices providing less than 100 but over 10 spaces</td> <td>2,690</td> <td>9%</td> <td></td> </tr> <tr> <td>Schools / Nursery / Colleges / University</td> <td>7,740</td> <td>25%</td> <td></td> </tr> <tr> <td>Other workplaces depots, industry, hotels, retail etc.</td> <td>4,500</td> <td>14%</td> <td></td> </tr> <tr> <td>NHS</td> <td>1,700</td> <td>5%</td> <td>which would be exempt from a charge</td> </tr> <tr> <td>Police</td> <td>400</td> <td>1%</td> <td></td> </tr> <tr> <td>Offices providing less than 10 spaces</td> <td>1,620</td> <td>5%</td> <td></td> </tr> </tbody> </table>	Premise Type	Number of Spaces	Percentage	Notes	Offices providing over 100 spaces	12,950	41%		Offices providing less than 100 but over 10 spaces	2,690	9%		Schools / Nursery / Colleges / University	7,740	25%		Other workplaces depots, industry, hotels, retail etc.	4,500	14%		NHS	1,700	5%	which would be exempt from a charge	Police	400	1%		Offices providing less than 10 spaces	1,620	5%	
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<p>Data on service uptake/access</p>		<p>n/a</p>																																
<p>Data on socio-economic disadvantage e.g., low income, low wealth, material</p>		<p>WPL is a charge on employers for providing a parking place for their staff, person attending training including students, supplier, business or customer visitor.</p> <p>The decision to pass on this charge to the employee is at the discretion of the employer, full or partial charge,</p>																																

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
deprivation, area deprivation.	<p>Cost of WPL – Nottingham City Council</p> <p>ONS - Annual Survey of Hours and Earnings</p> <p>SPICe, The proposed Workplace Parking Levy, 2019</p> <p>Scottish Census 2011</p>	<p>subsidise it, proportion by salary are amongst the options available for employers to make.</p> <p>No decision has been made on the charge level for an Edinburgh WPL. Councillors have previously stated that it should be no less than the current annual cost for public transport.</p> <p>The cheapest annual bus pass in Edinburgh as from April 2023 was £650 for the Ridacard.</p> <p>Therefore a £650 per annum fee is equivalent to a daily fee of around £2.71 (from 240 weekdays in a year or £3.25 accounting for actual in work days removing 40 days not in work due to leave and public holidays).</p> <p>Nottingham currently charge £522 per year for their WPL as from April 2023.</p> <p>Nottingham workers full time annual wage in 2022 was £29,155 compared to Edinburgh workers of £34,782. Meaning the average worker in Edinburgh is paid 19% more than in Nottingham.</p> <p>Reducing motorised vehicle traffic disproportionately benefits those living in deprived communities, because those living in deprived communities are both more likely to experience higher levels of local air pollution from vehicles and are more susceptible to the effects of that pollution.</p> <p>It is also likely that the majority of people who drive to work and park in dedicated workplace car parks will be from middle and higher income household.</p> <p>Those workers in Edinburgh from the top two high Socio-economic classifications (NS-Sec) represent 40% of the workforce and 51% of those that travel to work by car, compared to the lowest two groups of Socio-economic classifications, who represent 16% of the workforce and 15% of those that travel to work by car.</p>
Data on equality outcomes	<p>Travel Survey 2015-2019 (England)</p> <p>ONS – BRES 2022</p>	<p>Travel Survey data for England show that over time 2015-19, more white ethnic groups drive car or van, with 42% White; 31% Asian; 25% Black; 19% Mixed; and 28% Other.</p> <p>Women are more likely to be employed in education and part time work. (11% of employed men in Edinburgh work part-time and 31% of women</p>

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
	<p>Scottish Census 2011</p>	<p>employed in Edinburgh work part-time; and 56% of the Teaching and Educational Professionals in Edinburgh are women). The school sector has a relatively higher dependency on car use to work, and part time workers have a relatively higher income impact if the full cost of WPL was passed on.</p> <p>From the Scottish Census 2011, of those that travel to place of work or study by car 45% are women and 55% are men in Edinburgh.</p> <p>Aged 50+ years (21% of people employed in Edinburgh) more if more likely to travel to work by car (31%) would be impacted more by a WPL provided this was passed on to the employee.</p> <p>Aged under 25 years (11% of people employed in Edinburgh) are less likely to travel to work by car (6%) and more likely to travel by public transport (13% by bus) so would benefit directly more from improved investment but see less of the direct cost.</p> <p>Aged 25-50 years make up the majority of the workforce (70% of people employed in Edinburgh) and are marginally less likely to drive by car (64%), but many of this group use bus and bicycle to work or study so would benefit improvement investment.</p>
<p>Research / literature evidence</p>	<p>Dale et al, The Impact of the Nottingham Workplace Parking Levy on Travel to Work Mode Share, 2019</p> <p>OECD, The Environmental and Welfare Implications of Parking Policy – Environment Working Paper No. 145, 2019</p>	<p>WPL was introduced in 2012 in Nottingham and in its first 5 years of operation generated over £44m revenue. This was invested in local transport initiatives, including expanding the city’s tram network, redeveloping Nottingham’s mainline railway station and investing in local bus services.</p> <p>The research also found that public transport developments funded by WPL revenue had a positive impact in attracting inward investment to the city.</p> <p>Allocated car parking space encourages commuters to drive to work instead of using more environmentally friendly transport modes (e.g., public transport), increasing, greenhouse gas emissions, air pollution, noise and congestion.</p> <p>Economic consequences are reflected in the time costs incurred while cruising for parking, and in time losses from traffic congestion caused by the volume of cars on the road.</p>

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
	<p>Transport Policy Research, 2017</p> <p>Transport and Environment Committee Reports on WPL – (November 2022 and March 2023).</p> <p>Transport Scotland – health Inequalities Impact Assessment NTS Delivery Plan, 5 Dec 2022</p> <p>Strategic Business Case for the Edinburgh WPL Transport and Environment Committee 2 March 2023.</p>	<p>Employer-paid or free parking not only encourages commuting by car; it also discourages car-pooling for the benefit of single-occupant driving.</p> <p>Independent academic research into the impact of the Nottingham WPL on traffic congestion concluded that there is “...a statistically validated link between the introduction of a WPL and a reduction in congestion.”</p> <p>Research using the 2020 workplace parking survey estimates that the revenue raised from an Edinburgh WPL depends on many factors under the control of the Council, including the boundary to which a WPL could apply, the extent of any further local exemptions made.</p> <p>If assuming an annual charge of £650 is used they could range from: around £3 million if it was to apply to a city centre area of Edinburgh or around £13 million per year if a scheme similar to Nottingham was selected with a small business discount applied to workplaces less than 10 spaces in Edinburgh.</p> <p>Estimates have also been made to account for a scenario representative of substantial change in travel to work behaviours. A £650 per liable place charge is estimated to generate an average of £6.5 million per year over ten years, while accounting for an initial 70% reduction in number of liable workplace parking places from 2020 and an annual decline of 3% per year.</p> <p>Some groups are more likely to rely on public transport such as young people, older people, women and people from certain ethnic groups.</p> <p>Disabled adults are more likely to use the bus than non-disabled adults (11% of journeys vs 7%).</p>
Public/ patient/ client experience information	<p>Transport for London WPL Advice note – Nottingham city Council’s WPL: Description and impacts of the scheme, 2019</p>	<p>WPL affects travel demand and mode choice in the following ways:</p> <ul style="list-style-type: none"> • If the employer pays the levy, they have an incentive to reduce the number of parking spaces they provide. Nottingham has found that liable parking numbers reduced by 25% initially and then levelled out. • If the employee pays the levy, they have a financial disincentive to drive to work. Nottingham has a relatively low level of charge and it is not thought that this on its own has a significant effect. 8 out of the 10 largest

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
		<p>employers now pass the levy charge on to employees – covering 53% of liable spaces.</p> <ul style="list-style-type: none"> • The public transport improvements paid for by the levy create better alternatives to the car. This is known to be the most significant impact on mode choice, with traffic in Nottingham City having declined 9% since 2004. 1,270 workplaces are served by the tram (about 40%) and 55,000 employees use it to commute to work. • Reducing car parking demand leads to redevelopment potential on brownfield sites, which reduces demand on greenfield sites which are normally more difficult to serve by sustainable modes and was very important for some large employers such as the two universities in Nottingham.
Evidence of inclusive engagement of people who use the service and involvement findings.		The plan is for an Edinburgh WPL engagement to begin in September 2023 and conclude by the end of the year with findings reported to the City of Edinburgh Council’s transport and environment Committee in February 2024. This will generate further evidence on the views of workers, businesses and residents.
Evidence of unmet need		n/a
Good practice guidelines	Employer handbook for WPL Nottingham city	<p>There is potential for a level misunderstanding on the extent of liability for a WPL. Many businesses may assume to have higher a liability to a levy than they may actually have. Nottingham City Council published an employer handbook or guide showing that one liable parking place charge does not necessarily apply to one employer. A liable parking place may be utilised by more than one person, shift workers, part time worker/student etc under something called maximum vehicle occupancy.</p> <p>For example, you may have a total of 50 vehicles (used by employees, pupils, students or regular business visitors) parked on your premises at different times of the day, but only 30 vehicles are ever parked at any one time. Therefore, the maximum vehicle occupancy is 30. For these premises the employer will only need to get a licence for 30 workplace parking places.</p> <p>In Nottingham’s WPL there is a distinction between regular business visitor – exempt from charge and an occasional business visitor – liable for charge. The term ‘regular’ meaning parked for more than 4 days</p>

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
		<p>over a 14 day period. Those that fall under that threshold are occasional business visitors.</p> <p>No such distinction between a regular and occasional business visitor is made in the Transport (Scotland) act 2019 or in the Regulations and Guidance for local authorities. However, the Council could add a definition in their draft proposal. Alternatively, the Council could decide to exempt business visitors, suppliers and only charge workers and students, which would be broadly similar to the WPL in Nottingham.</p>
Carbon emissions generated / reduced data		Tbc from further analysis.
Environmental data		Tbc from further analysis.
Risk from cumulative impacts		n/a
Other (please specify)		<p>When assessing the Edinburgh WPL impact it is essential that some consideration is given to the impacts that would arise from the proposals and projects that could be funded from the revenue raised from a WPL.</p> <p>From a £550 annual total levy amount applied to the full local authority boundary area and no further local exemptions applied other than the national exemptions, an Edinburgh Workplace Parking Levy will raise £12.5 million per year.</p> <p>A £650 annual total applied to the full local authority boundary with a small business exemption (removing up to 90% of all businesses from a charge) and including the national exemption of no charge for NHS and blue badge holders would raise around £13 million per year. There are therefore different options for the design that could generate the same level of revenue.</p> <p>No decision on the proposals that would be funded by the revenue has been made, but could include:</p> <ul style="list-style-type: none"> • Enhancing the quality of bus services (e.g., accessible bus stop, electric buses, more express services to key employment sites). • Reduced fares (e.g., better multi-use discount for workers, free annual passes for public transport in Edinburgh etc.) • Better cycle routes and storage at places of work and in and around the city. • Electric City Bikes for hire,

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
		<ul style="list-style-type: none"> • Additional match funding support for businesses to improve their sustainable travel to work investment and promotion. • An expansion of current public transport in Edinburgh.
Additional evidence required		

8. In summary, what impacts were identified and which groups will they affect?

Equality, Health and Wellbeing and Human Rights	Affected populations
<p>Positive</p> <p>Advances equality of opportunity by improving access and quality of public transport if proceeds raised from WPL supports improving access to transport.</p> <p>Reduces differences in status between different groups of people as WPL encourages more people into public transport, which is more representative of equal status between different people compared to solo private vehicle use.</p> <p>Builds family support networks, resilience and community capacity, as the WPL could encourage people into using more public and active transport which builds life skills like reading timetables, or confidence in riding a bike if supported by parallel campaigns on safe use of roads access to facilities, bike storage and bike hire.</p>	<p>Young people, older people, women and ethnic groups (more likely to rely on public transport)</p> <p>Young people, older people, women and ethnic groups (more likely to rely on public transport)</p> <p>Disabled adults</p> <p>Young people, older people, women and ethnic groups (those less likely to have access to a car).</p>
<p>Negative</p> <p>Impact on crime and fear of crime including hate crime as WPL could encourage more people into public transport may create more opportunities for hate crime to occur.</p> <p>Mitigating actions including education campaigns and measures have been undertaken to address these in public transport.</p>	<p>Women, LGBT (more likely to encounter hate crime while using public transport)</p>

Environment and Sustainability including climate change emissions and impacts.	Affected populations
<p>Positive</p> <p>Responds to the climate crisis and reduces greenhouse gas (GHS) emissions because a WPL could incentivise employers to better manage car parking spaces at work leading potentially to maximise green space.</p> <p>Responds to the climate crisis and reduces greenhouse gas (GHS) emissions because a WPL could encourage modal shift from solo car use towards more sustainable travel options.</p> <p>These impacts will help address the uneven impact of climate and society. People that suffer the most from negative environmental factors are those from socially disadvantaged areas.</p> <p>A WPL could support the city in adapting to the unavoidable impacts of climate change (e.g., hotter and drier summers, milder and wetter winters) by encouraging responsible use and management of car parking spaces, which are impermeable pieces of land at risk surface water flooding or creating heat islands.</p> <p>Increase the protection and enhancement of biodiversity as a WPL could encourage car parking management and better land use from the removal or greening of land not required for parking that was disrupting green corridors and the opportunity to sustain and improve biodiversity.</p> <p>WPL and the contribution from the package of programmes funded by the proceeds of a WPL could reduce carbon emissions, improve health and Air Quality and manage congestion. A WPL could incentivise a change in behaviour and reduction in private car use and supporting the growth or more sustainable forms of transport. Improving air quality leads to longer healthy life expectancy and improved respiratory, digestive and birth outcomes.</p> <p>Improve resource efficiency by encouraging employers to promote car sharing schemes over solo private car journeys made by their staff to work.</p>	<p>Larger Employers in Edinburgh who provide parking place for their staff.</p> <p>All</p> <p>Socio-economically disadvantaged groups</p> <p>Business and property owners in Edinburgh with parking spaces / SEPA - Scotland flood risk management authority.</p> <p>Business and property owners in Edinburgh with parking spaces.</p> <p>(Protection of) rare species, habitats and wildlife</p> <p>All</p> <p>Older people, people with underlying health conditions.</p> <p>Businesses and owners who provide car parking to their staff.</p>

Environment and Sustainability including climate change emissions and impacts.	Affected populations
<p>A WPL could consider exempting EV charging parking as a temporary measure to encourage a faster uptake in EV vehicles as a low-carbon alternative to petrol and diesel vehicles.</p> <p>A WPL could reduce the need to travel by car and promote sustainable forms of transport if the proceeds raised from the WPL are spent on promoting or enhancing the infrastructure or affordability of fares.</p>	<p>Workers who regularly drive to work and consider switching to an electric vehicle or existing EV drivers.</p> <p>Young people, older people, women and ethnic groups (those less likely to have access to a car).</p>
<p>Negative</p> <p>Impact on the physical environment of housing quality and public space if a WPL creates displaced parking to residential areas or places located near existing parking terminals as drivers commuting to work attempt to avoid paying for the levy, or from employer action such as removal of parking places.</p>	<p>Residents of Edinburgh in peripheral areas of the city living in areas with no parking controls and close to large workplaces or public transport terminals.</p>

Economic	Affected populations
<p>Positive</p> <p>Improving the access and quality of labour markets as a WPL could increase employment catchment area for workers through faster, more accessible and affordable public transport networks that are supported by the proceeds raised by the WPL.</p> <p>Improve the cost of living situation could arise if the proceeds raised from the WPL supports more affordable fares for public transports potentially benefiting more workers, residents and visitors.</p> <p>Improves working conditions of those who do not benefit from free parking at work, a levy fee if passed on to the employee addresses the unfairness of some in employment benefiting from free parking. The addition of the levy may lead to better work parking management giving some the access to a space where previously this was unregulated.</p>	<p>Businesses in locations well served by public transport networks.</p> <p>Young persons (more likely to travel by public transport and active travel).</p> <p>Workers not using the car as a means to go travel all the way into their place of work.</p> <p>Workers travelling by car to work without parking management or controls in place.</p>

Economic	Affected populations
<p>A WPL could nudge more people into home working – this may encourage workers to better work-life balance by avoiding time for commuting, however, the extent of impact could be relatively small given the already significant behaviour change on travel to work patterns post covid-19 work.</p>	<p>Workers who have the option to work from home. Business owners considering estate management plans.</p>
<p>Negative</p> <p>Impact on the cost of living as a WPL could represent an additional cost to business which could eventually be passed on to customers and consumers in the form of higher transport fares or higher goods and services, depending on the business.</p> <p>Impact on cost of living if the levy is passed on to workers, increasing the cost of driving to work. This could, if past in full, impact more on some sectors who have a high dependency on the car for their journey between home and work in certain sectors, or those in part time employment and shift workers.</p> <p>Furthermore, in the absence of high-quality alternatives, a WPL could reduce private car use, and that may lead to disproportionate impacts on lower income groups experiencing forced car ownership.</p> <p>Impact on supporting local businesses in remaining or establishing a site as a WPL could represent an additional cost to their business activity and may impact on local employment activities such as staff retention and recruitment.</p> <p>A WPL could nudge more people into home working – reduce spend in work area like the city centre, however, the extent of impact could be relatively small given the already significant behaviour change on travel to work patterns post Covid-19.</p>	<p>Transport providers in Edinburgh where employee drive to work, workplaces in Edinburgh with heavy dependence on providing free parking as part of their business activity.</p> <p>Women (over-represented in sector specific employment with car reliance, over-represented as part time workers in city)</p> <p>Low-income groups</p> <p>Businesses and employers working in peripheral areas of the city.</p> <p>Workers who have the option to work from home. / Businesses located in city centre or clustered at employment sites. / Transport operators dependent on peak journey business travel.</p>

9. Is any part of this policy/ service to be carried out wholly or partly by contractors and if so, how will equality, human rights including children's rights, environmental and sustainability issues be addressed?

No part of the WPL is planned thus far to be carried out by contractors.

10. Consider how you will communicate information about this policy/ service change to children and young people and those affected by sensory impairment, speech impairment, low level literacy or numeracy, learning difficulties or English as a second language? Please provide a summary of the communications plan.

A draft Communication plan has been prepared and the outputs include the creation of additional material that will be more accessible, this could include:

- a Standardised short 150 word blurb on the WPL and its role in delivering our objectives from the city mobility plan and our commitments on net zero 2030.
- 1-2 sentences summarising previous committee reports and WPL material from the Transport Scotland.
- Case studies defining for example: what is a WPL; who is liable to pay for a WPL.

11. Is the plan, programme, strategy or policy likely to result in significant environmental effects, either positive or negative? If yes, it is likely that a Strategic Environmental Assessment (SEA) will be required and the impacts identified in the IIA should be included in this. See section 2.10 in the Guidance for further information.

A Strategic Environmental Assessment (SEA) was already completed for the City Mobility Plan to which this stage of the WPL was based on. It is considered that due to the WPL being in such an early stage of development, with no proposal developed, any consideration of a SEA being required is premature. Further impact assessment work is expected to only proceed if there is agreement, and will be subject to any decisions following after initial engagement findings are reported to Committee in early 2024.

12. Additional Information and Evidence Required

If further evidence is required, please note how it will be gathered. If appropriate, mark this report as interim and submit updated final report once further evidence has been gathered.

Findings on the Edinburgh Workplace Parking Levy development will be gathered through engagement and consultation activity completed towards the end of the year, a survey will be created and reported to the Transport and Environment Committee in early 2024. It is also likely that further impact assessment on Edinburgh's workplace parking levy proposal will be prepared, and this is likely to include a review of how much travel behaviour specific to Edinburgh businesses has changed in the last 3 years.

Produce and promote advice or develop a Good Employer Guidance, on how they could fairly pass on the cost or undertake payment options relating to a WPL, if the employer is liable for the charge. Highlight best practice and encourage responsible business practice.

Appendix 2: Delivery timeline – phased approach to delivery

