

# Equality Impact Assessment Template

Before carrying out an Equalities Impact Assessment (EIA), you should familiarise yourself with the [guidance](#). This document should be in **plain English**, include **Stakeholder** involvement and be able to stand up to **scrutiny** (local and/or court) if/when challenged to ensure we have met the councils public sector equality duty.

An Equality Impact Assessment (EIA) should be completed when you are considering:

- developing, reviewing or removing policies
- developing, reviewing or removing strategies
- developing, reviewing or removing services
- developing, reviewing or removing a council function/system
- commencing any project/programme

## Assessor(s) Name and job title:

**Abbie Cook, Home to School Transport Project Officer**

## Directorate and Team/School Name:

**School Transport**

## Name, aim, objective and expected outcome of the programme/ activity:

**Name: Proposed changes to the Post 16 Transport Policy Statement**

**Aim: To align the Post 16 Statement with national DfE guidance and to introduce a parental contribution.**

**Objective: To provide clear guidance for families of Post 16 students who may require transport to facilitate their attendance in further education.**

**Expected outcome: For all recommendations detailed in the Cabinet Paper to be approved to allow the transformation of the School Transport Service and align with DfE guidance and other local authorities.**

## Reason for Equality Impact Assessment (tick as appropriate)

This is a **new** policy/strategy/service/system function proposal

This is a proposal for a **change** to a policy/strategy/service/system function proposal function (*check whether the original decision was equality impact assessed*)

**Removal of a** policy/strategy/service/system function proposal

**Commencing** any project/programme

Yes

## Equality and Diversity considerations

Describe the ways in which the groups below may be impacted by your activity (**prior to mitigation**). The impact may be negative, positive or no impact.

Protected Characteristic	Negative, positive or no impact (before mitigation/intervention) and why?	Does the proposal have the potential to cause unlawful discrimination (is it possible that the proposal may exclude/restrict this group from obtaining services or limit their participation in any aspect of public life?)	How will you advance the equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not.	What concerns have been raised to date during consultation (or early discussions) and what action taken to date?	What evidence, analysis or data has been used to substantiate your answer?	Are there any gaps in evidence to properly assess the impact? How will this be addressed?	How will you make communication accessible for this group?	What adjustments have been put in place to reduce/advance the inequality? ( <i>Where it cannot be diminished, can this be legally justified?</i> )
<b>Age</b> (restrictions/difficulties both younger/older)	<p><b>Proposal one - Negative – Introduce an annual parental contribution, with inflation-linked increases also being applied in future years.</b></p> <p><b>Proposal two – Positive – To reword and update the Council’s Post 16 policy</b></p> <p><b>Proposal three – Positive – Introduction of Personal Travel Budgets</b></p>	The impact on age identified here is in respect to the legislative requirements and the subsequent considerations made by Isle of Wight Council when deciding on the support necessary in relation to travel and transport to facilitate a young person’s attendance at their place of education.	Our proposals do not discriminate against protected characteristics regardless of age.	In the public consultation, there was a theme of respondents not being aware of statutory transport ending at 16 years and discretionary transport for Post 16 students with special educational needs and	The proposals are underpinned by statutory guidance issued by the DfE. Where transport is necessary to facilitate attendance for children with special educational needs and disabilities, the Council will provide transport assistance. Each young person will	None identified.	The policy and process to apply will be available on the Isle of Wight Council website.	It is recognised that they and their families/carers would be affected by the recommendations with regards to age as a protected characteristic. The age-related nature of the service is required by law.

		<p>As a young person becomes a Post 16 learner, the Council considers transport support is only necessary if it is essential to enable them to attend their programme of study. If the young person is able to access other forms of travel, support/funding, and has the available means to access their education setting, then they would be expected to use these in the first instance.</p>		<p>disabilities, being chargeable by the Council. The new draft statement is written in line with DfE guidance using a template provided by the DfE. It is hoped that this new format will set out clearly the local authorities responsibilities as well as the young person and their families, if necessary.</p>	<p>be considered on a case-by-case basis to ensure provision reflects actual need with the contribution waived for learners from families in receipt of income-based benefits or who are on a low income.</p> <p>Personal Transport Budgets would be something that gives more flexibility to children and families although it is anticipated that it will only be an option for some families.</p> <p>Changes to the Post 16 statement is anticipated to be positive as the changes would ensure it is up to date, relevant to the service and easy to understand.</p>			
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<p><b>Disability</b>  a) <b>Physical</b>  b) <b>Mental health</b>  (must respond to both a &amp; b)</p>	<p><b>Proposal one - Negative – Introduce an annual parental contribution, with inflation-linked increases also being applied in future years.</b></p> <p><b>Proposal two – Positive – To reword and update the Council’s Post 16 policy</b></p> <p><b>Proposal three – Positive – Introduction of Personal Travel Budgets</b></p>	<p>No</p>	<p>Our proposals do not discriminate against protected characteristics regardless of disability.</p>	<p>In relation to introduction of a parental contribution, some respondents commented on the impact on SEND families with the cost of living rises. Based on the current cohort, data suggests that at least a third would qualify under the low income criteria therefore the contribution would be waived for these young people and their families.</p> <p>Some respondents were concerned that offering PTB’s would shift the responsibility on to the parent to find transport provision. The Council and parents</p>	<p>The Council will ensure support is available if it is considered necessary in order for the young person to attend their education placement / training. Where possible and where appropriate, the Council will support young people to use public transport and make their own journeys independently and will expect parents to provide transport assistance. The Council recognises that families may need a transport service to ensure that students 16+ with special educational needs or disabilities can access a place that is suitable for their needs and so do offer a transport service, under</p>	<p>None identified</p>	<p>The policy and process to apply will be available on the Isle of Wight Council website.</p>	<p>The proposed policy change concerns provision for this cohort of learners (and their families) recognises the potential impacts on this protected characteristic.</p>
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				<p>would need to mutually agree that a PTB would be suitable for the family. For example, a family may have a suitable vehicle to transport their young person and are able to transport them to school. In addition, it would not be mandatory to accept a PTB and the parent would need to be in agreement.</p>	<p>discretionary powers.</p> <p>Department for Education guidance allows local authorities to request a parental contribution. The Post 16 2024 Policy will allow for parental contribution charges to be waived when parents/ carers are on a low income, in receipt of certain benefits or if the student is in receipt of free school meals. Families with exceptional circumstances can also apply for a discretionary waiver or reduction in parental contributions.</p> <p>PTBs will disproportionately affect Children and Young people with disabilities and their families. The change will mean that children, young people</p>			
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					<p>and their families with disabilities who are suitable for a PTB will have more flexible options for their transport arrangements.</p> <p>There is no identified impact regarding updating and aligning school transport policy with updated DfE statutory guidance based on disability.</p>			
<p><b>Race</b> (including ethnicity and nationality)</p>	Neutral	NO		No concerns have been raised through the consultation.	There is no identified impact based on race and therefore the impact has been assessed as neutral.			
<p><b>Religion or belief</b> (different faith groups/those without a faith)</p>	Neutral	No		No concerns have been raised through the consultation.	There is no identified impact based on religion or belief and therefore the impact has been assessed as neutral.			
<p><b>Sex</b> (Including Trans and non-binary – is your language inclusive of trans and non-binary people?)</p>	Neutral	No		No concerns have been raised through the consultation.	There is no identified impact based on sex and therefore the impact has been assessed as neutral.			
<p><b>Sexual orientation</b></p>	Neutral	No		No concerns have been	There is no identified impact			

(is your language inclusive of LGB groups?)				raised through the consultation.	based on sexual orientation and therefore the impact has been assessed as neutral.			
<b>Pregnancy and maternity</b>	No impact	No		No concerns have been raised through the consultation.	There is no identified impact based on pregnancy and maternity therefore the impact has been assessed as neutral.			
<b>Marriage and Civil Partnership</b>	No impact	No		No concerns have been raised through the consultation.	There is no identified impact based on marriage and civil partnership and therefore the impact has been assessed as neutral.			
<b>Gender reassignment</b>	No impact	No		No concerns have been raised through the consultation.	There is no identified impact based on gender reassignment and therefore the impact has been assessed as neutral.			

In order to identify the needs of the groups, you will need to review data, statistics, user feedback, population data, complaints data, staffing data ([SAPHRreports@iow.gov.uk](mailto:SAPHRreports@iow.gov.uk)), community/client data, feedback from focus groups etc. When assessing the impact, the assessment should come from an evidence base and not through opinion or self-knowledge.

## H. Review

How are you engaging people with a wide range of protected characteristics in the development, review and/or monitoring of the programme/ activity? Through a formal consultation which lasted 28 days, in line with DfE guidance. Following a decision at Cabinet on 9<sup>th</sup> May, new policy and processes will be communicated out to families via schools/colleges.

Date of next review:

## H. Sign-off

**Head of Service/Director/Headteacher sign off & date:**

Name: Ashley Jefferies  
Date: 28/03/24

**Legal sign off & date:**

Name: Judy Mason  
Date: 03/04/2024