

Integrated Impact Assessment

1. Name of Proposal/policy/decision/initiative:

Review of discretionary School and College Transport Policy – Post 16 and Benefits entitlement.

2. Portfolio/Section:

Education & Youth

3. Lead Officer:

Claire Homard

4. Main Aims/purposes/outcomes of the policy/initiative/decision/proposal.:

Under the Home to School Transport Policy, the Council exercises its discretionary power as outlined in Section 6 of the Learner Travel (Wales) Measure 2008 to provide free transport for post 16 students who meet the criteria and to Learners who meet the criteria under the “benefits” policy. Cabinet have agreed that options for a formal consultation on both these be undertaken. The proposed options include retaining current provision, introducing a charge for post 16 transport or removal of the two discretionary areas. The consultation is to obtain the views of anyone likely to be affected either directly or indirectly by the proposed options. Responses will form part of a report to the Council’s Cabinet who will carefully consider them before making a decision on whether to implement a policy change.

Integrated Impact Assessment

1. Well-being objectives

Please identify from the list below to which of the wellbeing goals your proposal will contribute and how it will contribute?

Well being goal	Does it contribute (Yes/No)	How it contributes
A prosperous Wales	No	
A resilient Wales	No	
A healthier Wales	Yes	The proposals include an option to remove some discretionary free transport which could encourage greater walking or cycling.
A more equal Wales	No	

A Wales of cohesive Communities	Yes	The proposals include an option to remove some discretionary free transport which could encourage the development of community transport opportunities.
A Wales of vibrant culture and thriving Welsh language	No	
A globally responsible Wales	No	

2. Future ways of working

What will be the future way of working proposed by the change	Please describe
Long term	The proposed options have been drawn up to address both short term and long term needs in the light of significant budgetary challenges.
Prevention	N/A
Collaboration	The proposed options could result in greater collaborative working with community transport groups.
Integration	N/A
Involvement	N/A

3. Data Collection and Evidence

<p>What evidence e.g. data, research , results of engagement and consultation have you used to consider how this policy might affect:-</p> <p>i) Equality- people with protected groups</p> <p>ii) Welsh language and opportunities for individuals/communities to use the Welsh language</p> <p>iii) Environment</p> <p>iv) Health</p>	<p>Data relating to Learners currently in receipt of free school and college transport show that:</p> <p>251 are primary school age 2423 are secondary school age 478 are Special Education Needs (in County) 68 are Special Education Needs (out of County) 420 Learners in receipt of free transport attend Denominational Schools 720 Learners in receipt of free transport attend Welsh medium Schools 1500 post 16 Learners in receipt of free</p>
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<p>v) Poverty people with protected characteristics</p> <p>Please link to any relevant documents. Describe who you engaged with and the results? (It is a statutory requirement to engage with people with protected characteristics).</p>	<p>transport attend College 450 post 16 Learners in receipt of free transport attend School Sixth Forms 35 post 16 students in receipt of free transport to Welsh Medium Secondary School 100 post 16 students in receipt of free school transport to Secondary Faith School 17 Learners in receipt of free transport under “benefits” entitlement. The Local Authority is not able to disaggregate by all protected characteristics under the Equality Act 2010. However, data will be collected from the monitoring form available as part of the consultation exercise. The Quality Assurance Impact Assessment Group has also been consulted.</p>
<p>What additional research, data or consultation is required to fill any gaps in understanding the effects of the policy?</p>	<p>Data will be collected from the monitoring form during the consultation exercise.</p>

Assessment of impact and strengthening policy

This section asks you to assess the impact of the policy.

Using the information available, identify the effects on this policy on the following groups

Equality					
Please indicate impact	+ive impact Y/N	-ive impact Y/N	No impact Y/N	Please summarise the impact along with details of evidence that you have collected which support your findings?	Whether either positive or negative impact has been identified please provide details of proposed mitigating actions and actions to enhance positive impact
Age <i>(across the whole age spectrum)</i>		Y		Free transport is currently provided to 1,950 Learners aged 16-18. The proposed options may restrict Learners in this age group in accessing some post 16 courses.	Officers will encourage take up of the 16 -21 Travel Pass Scheme which gives 1/3 discount on local bus services in Wales. Any changes could be phased in.
Disability		Y		Free transport is currently provided to 1,950 Learners aged 16-18. The proposed options may restrict Learners in with a disability in accessing some post 16 courses.	Officers will encourage take up of the 16 -21 Travel Pass Scheme which gives 1/3 discount on local bus services in Wales. Any changes could be phased in. Data will be collected from the monitoring form available as part of the consultation exercise to identify if there is any disproportionate impact.

Equality					
Please indicate impact	+ive impact Y/N	-ive impact Y/N	No impact Y/N	Please summarise the impact along with details of evidence that you have collected which support your findings?	Whether either positive or negative impact has been identified please provide details of proposed mitigating actions and actions to enhance positive impact
Gender Reassignment (GR)			Y	No negative discriminatory impact anticipated.	This group is not entitled to free transport as part of the statutory duty under the Learner Travel (Wales) Measure 2008. Currently the Local Authority is not able to identify how many pupils access free transport disaggregated by all protected characteristics. However, data will be collected from the monitoring form available as part of the consultation exercise to identify if there is any disproportionate impact. Mitigation through the policy by the statutory duty to provide transport.
Marriage and civil partnership (M&CP)			Y	No negative discriminatory impact anticipated.	This group is not entitled to free transport as part of the statutory duty under the Learner Travel (Wales) Measure 2008. Currently the Local Authority is not able to identify how many pupils access free transport disaggregated by all

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					<p>protected characteristics. However, data will be collected from the monitoring form available as part of the consultation exercise to identify if there is any disproportionate impact.</p> <p>Mitigation through the policy by the statutory duty to provide transport.</p>
Pregnancy and maternity (P&M)			Y	No negative discriminatory impact anticipated.	<p>This group is not entitled to free transport as part of the statutory duty under the Learner Travel (Wales) Measure 2008. Currently the Local Authority is not able to identify how many pupils access free transport disaggregated by all protected characteristics. However, data will be collected from the monitoring form available as part of the consultation exercise to identify if there is any</p>

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					<p>disproportionate impact.</p> <p>Mitigation through the policy by the statutory duty to provide transport.</p>
Race			Y	<p>No negative discriminatory impact anticipated.</p>	<p>This group is not entitled to free transport as part of the statutory duty under the Learner Travel (Wales) Measure 2008. Currently the Local Authority is not able to identify how many pupils access free transport disaggregated by all protected characteristics. However, data will be collected from the monitoring form available as part of the consultation exercise to identify if there is any disproportionate impact. Mitigation through the policy by the statutory duty to provide transport.</p>

Equality					
Please indicate impact	+ive impact Y/N	-ive impact Y/N	No impact Y/N	Please summarise the impact along with details of evidence that you have collected which support your findings?	Whether either positive or negative impact has been identified please provide details of proposed mitigating actions and actions to enhance positive impact
Religion / Belief		Y		Under discretionary powers, free transport is provided to denominational schools subject to the criteria being met. The proposed options could affect this group and could have a negative impact on Learners attending Secondary Denominational Schools.	This particular group is not entitled to free transport as part of the statutory duty under the Learner Travel (Wales) Measure 2008. The proposed options for consultation include continuing to provide free transport for post 16 to denominational schools only. Mitigation through the policy by the statutory duty to provide transport
Sex (<i>Men, women, boys girls</i>)			Y	No negative discriminatory impact anticipated.	Currently the Local Authority is not able to identify how many pupils access free transport disaggregated by all protected characteristics. However, data will be collected from the monitoring form available as part of the consultation exercise to identify if there is any disproportionate impact.

Equality					
Please indicate impact	+ive impact Y/N	-ive impact Y/N	No impact Y/N	Please summarise the impact along with details of evidence that you have collected which support your findings?	Whether either positive or negative impact has been identified please provide details of proposed mitigating actions and actions to enhance positive impact
Sexual Orientation (SO)			Y	No negative discriminatory impact anticipated.	This group is not entitled to free transport as part of the statutory duty under the Learner Travel (Wales) Measure 2008. Currently the Local Authority is not able to identify how many pupils access free transport disaggregated by all protected characteristics. However, data will be collected from the monitoring form available as part of the consultation exercise to identify if there is any disproportionate impact. Mitigation through the policy by the statutory duty to provide transport.
Other : Promoting cohesive communities, human rights, people who			Y	No negative discriminatory impact anticipated	There is no evidence to suggest that any of the proposed options will have an adverse impact on any of the three parts of the Public Sector Equality Duty 2010.

Equality					
Please indicate impact	+ive impact Y/N	-ive impact Y/N	No impact Y/N	Please summarise the impact along with details of evidence that you have collected which support your findings?	Whether either positive or negative impact has been identified please provide details of proposed mitigating actions and actions to enhance positive impact
live in rural communities etc					
Contributing to equality objectives			Y	No negative discriminatory impact anticipated	

Welsh language					
Please indicate impact	+ive impact Y/N	-ive impact Y/N	No impact Y/N	Please summarise the impact along with details of evidence that you have collected which support your findings?	Whether either positive or negative impact has been identified please provide details of proposed mitigating actions and actions to enhance positive impact
Opportunities for people to use the Welsh language		Y		Under discretionary powers, free transport is provided to Welsh medium schools subject to the criteria being met. The proposed options could affect this group	The current policy treats those who attend a Welsh medium secondary school for post 16 education equally with other schools in that free transport and is provided subject to the criteria

				<p>and could have a negative impact on Learners attending Secondary Welsh medium Schools.</p>	<p>being met. Under Section 10 of the Learner Travel (Wales) Measure 2008 the Council has a duty to “promote access to education and training through the medium of Welsh”. The proposed options for consultation include continuing to provide free transport for post 16 for Welsh medium education only which would have a positive effect on opportunities for Learners to use the Welsh language. The views of the Council’s Welsh Strategic Forum are being sought as part of the consultation.</p>
<p>Meeting the Welsh Language Standards</p>		Y		<p>Under discretionary powers, free transport is provided to Welsh medium schools subject to the criteria being met. The proposed options relating to post 16 transport could affect this group in that the removal of this discretionary provision could present a challenge in terms of learners’ ability to access Welsh medium post 16 education. school.</p>	<p>Under Section 10 of the Learner Travel (Wales) Measure 2008 the Council has a duty to “promote access to education and training through the medium of Welsh”. The proposed options for consultation include continuing to provide free transport for post 16 for Welsh medium education only which would have a positive effect on opportunities for Learners to use the Welsh language. The views of the Council’s Welsh Strategic Forum are being sought as part of the consultation.</p>

Environment and Biodiversity					
Please indicate impact	+ive impact Y/N	-ive impact Y/N	No impact Y/N	Please summarise the impact along with details of evidence that you have collected which support your findings?	Whether either positive or negative impact has been identified please provide details of proposed mitigating actions and actions to enhance positive impact
Reducing greenhouse gas emissions		Y		Proposed options could result in an increase in greenhouse gas emissions if there is an increase in independent travel by car.	The impact of any changes will be monitored.
Plan for future climate change			Y	No negative discriminatory impact anticipated.	
Pollution: air/, water/ soil/noise and vibration and emissions		Y		Proposed options could affect air quality and emissions if there is an increase in car use.	The impact of any changes will be monitored.
Integrating biodiversity into decision making	Y			Proposed options could result in increased physical activity and impact positively on health and wellbeing.	Active travel will be encouraged.

Environment and Biodiversity					
Please indicate impact	+ive impact Y/N	-ive impact Y/N	No impact Y/N	Please summarise the impact along with details of evidence that you have collected which support your findings?	Whether either positive or negative impact has been identified please provide details of proposed mitigating actions and actions to enhance positive impact
Increasing the resilience of our natural environment?			Y	No negative discriminatory impact anticipated.	
Improving understanding and raise awareness of the importance of biodiversity			Y	No negative discriminatory impact anticipated.	
Encouraging resource efficiency (energy, water, materials and minerals)			Y	No negative discriminatory impact anticipated.	
Reducing waste production and increase recycling, recovery and re-use of waste			Y	No negative discriminatory impact anticipated.	
Reducing need to travel and promote sustainable forms of transport	Y	Y		The proposed options could encourage walking and cycling and increase the proportion of	The impact of any changes will be monitored.

Environment and Biodiversity					
Please indicate impact	+ive impact Y/N	-ive impact Y/N	No impact Y/N	Please summarise the impact along with details of evidence that you have collected which support your findings?	Whether either positive or negative impact has been identified please provide details of proposed mitigating actions and actions to enhance positive impact
				journeys using modes of transport other than car, eg public transport. Alternatively the proposed options could result in greater individual car use.	
Improving the physical environment: housing, public space, access to and quality of green space			Y	No negative discriminatory impact anticipated.	
Protecting and enhancing the historic environment and architectural, archaeological and cultural heritage			Y	No negative discriminatory impact anticipated.	

Health					
Please indicate impact	+ive impact Y/N	-ive impact Y/N	No impact Y/N	Please summarise the impact along with details of evidence that you have collected which support your findings?	Whether either positive or negative impact has been identified please provide details of proposed mitigating actions and actions to enhance positive impact
Lifestyles	Y			The proposed options could encourage increased physical activity by walking/cycling.	Increased physical activity such as walking and cycling will be encouraged. The impact of any changes will be monitored.
Social and community influences on health			Y	No negative discriminatory impact anticipated.	
Mental well-being	Y			The proposed options could encourage increased physical activity by walking/cycling contributing to improved mental well-being.	Increased physical activity such as walking and cycling will be encouraged The impact of any changes will be monitored.
Living/environmental conditions affecting health		Y		The proposed options could result in increased car use	Learners will be encouraged to use public transport and physical activity such as walking and cycling will be encouraged. The impact of any changes

Health						
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					will be monitored.	
Economic conditions affecting health			Y	No negative discriminatory impact anticipated.		
Access and quality of services		Y		Access to education and training could be adversely affected by the proposed options.	An Education Maintenance Allowance of £30 per week is available for Learners who live in Wales, attend full time school or college and household income is below a specified limit . The impact of any changes will be monitored.	
Macr-economic, environmental and sustainability factors		Y		The proposed options could result in greater car use.	The impact of any changes will be monitored.	

Health						
Please indicate impact	+ive impact	-ive impact	No impact	Please summarise the impact along with details of evidence that you have collected which support your findings?	Whether either positive or negative impact has been identified please provide details of proposed mitigating actions and actions to enhance positive impact	
	Y/N	Y/N	Y/N			
Enabling more people to live independently at home			Y	No negative discriminatory impact anticipated.		
Ensuring adults and children are safeguarded			Y	No negative discriminatory impact anticipated.		

Poverty						
Please indicate impact	+ive impact	-ive impact	No impact	Please summarise the impact along with details of evidence that you have collected which support your findings?	Whether either positive or negative impact has been identified please provide details of proposed mitigating actions and actions to enhance positive impact	
	Y/N	Y/N	Y/N			
Improving local employment opportunities		Y		The proposed options could result in fewer learners accessing education and training.	An Education Maintenance Allowance of £30 per week is available for Learners who live in Wales, attend full time school or college and household income	

Poverty					
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					is below a specified limit . The impact of any changes will be monitored.
Maximising traineeships and apprenticeship opportunities		Y		The proposed options could result in fewer learners accessing education and training.	An Education Maintenance Allowance of £30 per week is available for Learners who live in Wales, attend full time school or college and household income is below a specified limit. The impact of any changes will be monitored.
Protecting people from poverty		Y		The proposed options would negatively impact on families on low incomes	An Education Maintenance Allowance of £30 per week is available for Learners who live in Wales, attend full time school or college and household income is below a specified limit. Any changes could be phased in.
Improving qualification and skills		Y		The proposed options could result in fewer learners accessing education and training.	An Education Maintenance Allowance of £30 per week is available for Learners who live in Wales, attend full time school or college and household income is below a specified limit .The impact of

Poverty					
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					any changes will be monitored.
Improving financial literacy			Y	No negative discriminatory impact anticipated.	

United Nations Conventions Rights of the child					
Please indicate impact	+ive impact Y/N	-ive impact Y/N	No impact Y/N	Please summarise the impact along with details of evidence that you have collected which support your findings?	Whether either positive or negative impact has been identified please provide details of proposed mitigating actions and actions to enhance positive impact
Non-discrimination			Y	No negative discriminatory impact anticipated.	The proposed options do not contravene any legislation on unlawful discrimination.

Best interest of the child			Y	No negative discriminatory impact anticipated.	
Right to survival and development			Y	No negative discriminatory impact anticipated.	
Right to be heard	Y				Young people will be consulted about the proposed options and their responses will be included in the report to Cabinet.

If no action is taken to remove or mitigate/negative./adverse impact please justify why	N/A
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Procurement

<p>Is this policy due to be carried out wholly or partly by contractors? If yes, please set out what steps you will take to build into all stages of the procurement process the requirement to consider our legal responsibilities for equality, Welsh language, environment and health</p> <p>You will need to think about:</p> <ul style="list-style-type: none"> tendering and specifications 	N/A
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<ul style="list-style-type: none"> • awards process • contract clauses • performance measures, and monitoring and performance measures. 	
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4. Monitoring, Evaluating and Reviewing

<p>How will you monitor the impact and effectiveness of the new policy?</p> <p>This could include adaptations or extensions to current monitoring systems, relevant timeframes and a commitment to carry out an IIA review once the policy has been in place for one year. List details of any follow-up work that will be undertaken in relation to the policy (e.g. survey, specific monitoring process etc).</p>	<p>Consultation on the proposed options will take place in Feb/March 2019 and data from the monitoring form as part of the consultation will be gathered. A report on the outcome of the consultation will be considered by Cabinet in June 2019. If Cabinet agree to any amendments to the policy further monitoring will be carried out once any changes to the policy have been in place for one year. This could be done by including monitoring of the take up of school and college transport by protected characteristics in the application process.</p>
<p>Give details of how the results of the impact assessment will be published, including consultation results and monitoring information if applicable.</p> <p>Summaries of the results of all impact assessments will be published on the Council's website. You could also publish them in other relevant media.</p>	<p>The impact assessment will be published on the Council's website.</p>

Action Plan

The below provides an opportunity to state how any negative impact will be mitigated. It also allows you to list how you will tackle any gaps in the policy/proposal/decision/initiative. Look back through the IIA and include any identified actions in the plan below. Ensure that each action is listed with a target date and assigned to a named employee.

Action	Responsible Officer	By When	Progress
Publish summary of IIA ¹	Gill Yates	18 Feb 2019	
Analyse data from consultation monitoring form	Gill Yates	From 18 Feb 2019	
If any of the proposed options are agreed, data to be collected and monitored by protected characteristics in the application process.	ITU Manager	From date of implementation of any changes	

Sign-Off

The final stage of the IIA is to formally sign off the document as being a complete, rigorous and robust assessment

The policy has been fully assessed in relation to its potential effects on equality and all relevant concerns have been addressed. (Once you have completed the IIA sign the below and forward to the Equalities representative)

Members of the assessment Team

¹ summaries of E & WLIA's where there is substantial impact will need to be published

Name	Job Title	Organisation
Gill Yates	Admissions Manager	FCC
Fiona Mocko	Strategic Policy Advisor	FCC
Stephanie Aldridge	Disability Access Officer	FCC

Consultation has taken place with relevant officers in completing this Assessment.

Chief Officer level (sign-off)

Name: Claire Homard
Job title: Chief Officer Education & Youth
Portfolio: Education & Youth
Date: 12 February 2019
Signature:

Please forward completed documentation to Steph Aldridge, Policy and Performance, County Hall, Mold.
stephanie.aldridge@flintshire.gov.uk