

Fairness and Equalities Impact Assessments F&EIAs (2015)

This form presents evidence that equalities, Welsh language and fairness have been considered when taking policy and service delivery decisions in Newport City Council.

Our Equalities focus is taken from the Equalities Act 2010: we consider the nine protected equalities characteristics- age, gender reassignment, disability, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation.

Under the General Equality Duty we have a duty to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity and
- Foster good relations

across the nine protected characteristics.

Under the Welsh Language Measure 2011 the Welsh language cannot be treated any less favourably than the English language

In Newport we focus on Fairness through the following themes: Health, Poverty, Skills and Work, Domestic Abuse and Tackling Area Based Deprivation.

Service Area	Head of Service	Person responsible for the Assessment:	Date of Assessment
Education	James Harris	Jodi Pontin	13 th June 2017

1. What is the policy/ service being assessed?

A decision by a previous Cabinet Member for Education & Young People in June 2013 approved implementation of an amended charging mechanism for Post-16 Transport Costs on contracted services on a phased approach which would achieve full removal of the existing subsidy by September 2017.

This decision was implemented in September 2014 when the parental contribution in respect of this provision was increased from

£45 per annum to £347 per annum in line with the same costs charged to students using the local bus network. Further increases were due in September 2015, September 2016 and September 2017 to achieve full removal of the subsidy.

However in June 2015, a decision was made to suspend the proposed September 2015 increase and instead amend the sharing mechanism to align the additional top-up fee with the cost of a season ticket on the local bus network, setting the fee at £370 per academic year.

In 2016 the same decision was made to suspend the planned increase for September 2016, maintaining the current level of charges. This would not reduce the subsidy but maintain the current position. The costs charged to all students using contracted services would remain equal.

2. What is the purpose of the policy/ service change?

To suspend the further price increase planned for September 2017 and therefore maintain the current level of charges.

3. Protected Characteristics

Protected Characteristic	Who are the customers/service users/ potential service users?	If we take this decision what is the potential impact? The impact may be either positive or negative Explain how people may be affected and give the evidence for this	Action Plan to address issues raised What changes or practical measures would reduce adverse impact on particular groups. What changes would increase positive impacts e.g. improve access or opportunity May be revisited post consultation	Who is responsible?	Timeframe to review
Age	Pupils seeking post-16 education in a school	Pupils accessing post-16 studies in a school	This is seen as a positive rather than adverse impact and would	Education Business	September 2017

	based environment	environment who are eligible for a discretionary travel grant will be required to pay the same level of parental contribution towards actual travel costs regardless of whether they use a contracted vehicle service or access the local bus network	be communicated to service users at the earliest opportunity	Manager / Integrated Transport Unit Manager	
Gender reassignment	Not applicable				
Disability	Pupils seeking post-16 education in a school based environment	All pupils eligible for assistance will be treated equitably and required to pay the same level of parental contribution towards travel costs	This is seen as a positive rather than adverse impact and would be communicated to service users at the earliest opportunity	Education Business Manager / Integrated Transport Unit Manager	September 2017
Marriage/Civil Partnership	Not applicable				
Pregnancy and Maternity	Not applicable				
Race	Pupils seeking post-16 education in a school based environment	Pupils accessing post-16 studies in a school environment who are eligible for a discretionary travel grant will be required to pay the same level of parental contribution	This is seen as a positive rather than adverse impact and would be communicated to service users at the earliest opportunity	Education Business Manager / Integrated Transport Unit Manager	September 2017

		towards actual travel costs regardless of whether they use a contracted vehicle service or access the local bus network			
Religion/belief (or the absence of)	Pupils seeking post-16 education in a faith based school environment	All pupils eligible for assistance will be treated equitably and required to pay the same level of parental contribution towards travel costs	This is seen as a positive rather than adverse impact and would be communicated to service users at the earliest opportunity	Education Business Manager / Integrated Transport Unit Manager	September 2017
Sex	Pupils seeking post-16 education in a school based environment	Pupils accessing post-16 studies in a school environment who are eligible for a discretionary travel grant will be required to pay the same level of parental contribution towards actual travel costs regardless of whether they use a contracted vehicle service or access the local bus network	This is seen as a positive rather than adverse impact and would be communicated to service users at the earliest opportunity	Education Business Manager / Integrated Transport Unit Manager	September 2017
Sexual Orientation	Not applicable				
Welsh language	Pupils seeking post-16 education in a Welsh-medium school	All pupils eligible for assistance will be treated equitably and required to pay the	This is seen as a positive rather than adverse impact and would be communicated to service users at the earliest opportunity	Education Business Manager / School	September 2017

		same level of parental contribution towards travel costs		Admissions Manager / Integrated Transport Unit Manager	
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4. Who has the service consulted regarding the proposed change? When should new consultation take place?

NB: It is essential that service users and other interested parties are involved in the planning process at the earliest opportunity. Consultation at an initial stage should be along broad themes. It is appropriate to ask what services are valued, how services could be changed and or what could be done differently. This feedback should then inform your business case proposals and the F&EIA. When specific proposals have been drawn up, they too will need to be consulted upon. All stakeholders and their views need to be represented.

The proposal aims to maintain current levels of parental contributions rather than impose the increase prescribed in a report to the previous Cabinet Member for Education & Young People in June 2013. It is anticipated therefore that this will be viewed and received positively. This relates to a discretionary service rather a statutory function. There is no requirement for consultation perceived.

5. What evidence/ data has been used to complete this F&EIA (This will include local and national guidance)

- The Council's Home to School Transport policies;
- Feedback from officers and complaints from service users.

6. How will the relevant groups be advised of the changes and the F&EIA?

The proposed change will be subject to a formal report to the Cabinet Member for Education & Young People and thus will be taken through the Council's agreed democratic process.

Once the outcome is confirmed, service users will be advised as appropriate by the Integrated Transport Unit Manager.

7. How will the policy/ practice make Newport more or less fair in relation to:

- Health Inequalities
- Child Poverty
- Skills and Work
- Tackling Domestic Violence
- Alcohol and Substance misuse
- Homelessness
- Armed Forces Veterans

Maintaining the current level of parental contribution and not imposing any further increase for the 2017/18 academic year will reduce the prospect of additional financial hardship on individual families. That is to say the cost will be £370 per pupil over the course of the academic year.

8. How will the service / policy affect local areas of the city?

Will it have a positive or negative impact in terms of fairness and addressing local area deprivation (you will need to use spatial data available through the Newport Profile and specific Ward Profiles to address this question)?

Not applicable – this proposal is City wide and is an extension of the current arrangements.

9. In summary, how does the changed service /policy promote good community relations (cohesion)?

Not applicable

10. In summary, how does the changed service /policy promote equality?

The amended charging mechanism implemented from September 2014 ensured that all post-16 students across the City were treated equitably in accessing education. In order to achieve this equity however, the parental contribution payable in respect of students accessing contracted vehicle services was increased from £45 per annum to £347 per annum. This increase was viewed negatively by parents, and the Council faced significant difficulties and challenges at the point of implementation. It is key however to note that all Post-16 students are now required to pay the same contribution and thus equity exists across the City.

Despite this increase, contracted services continue to be subsidised and the June 2013 report recommended further gradual steps

to remove this subsidy by September 2017. This would commence in September 2015 when parental contributions in respect of contracted service should increase to £400 per annum.

This would however cause further inequality across the City with students using the local bus network continuing to pay the lower amount.

This proposal therefore promotes equality by maintaining the same level of contribution across the City rather than applying an increase for some students from September 2017.

11. In summary, how does the changed service /policy eliminate discrimination?

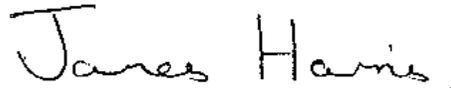
All children eligible for a travel grant will now pay the same level of parental contribution towards travel costs regardless of where they live and which school they attend.

Completed by/ Date:



13th June 2017

Signed off by/ Date:



13th June 2017