

# Fairness and Equalities Impact Assessment (FEIA)

Version 3.6 May 2017

The purpose of this assessment is to provide balanced information to support decision making and to promote better ways of working in line with equalities (Equalities Act 2010), Welsh language promotion (The Welsh Language (Wales) Measure 2011), sustainable development (Wellbeing of Future Generations (Wales) Act 2015), and the four parameters of debate about fairness identified by the Newport Fairness Commission (NFC Full Report to Council 2013).

**Completed by:** Jodi Pontin                      **Role:** Education business manager

**Head of Service:** Sarah Morgan                      **Date:** 27/06/2018

**I confirm that the above Head of Service has agreed the content of this assessment**

**Yes / No**

**When you complete this FEIA, it is your responsibility to submit it to**  
impact.assessment@newport.gov.uk

## **1. Name and description of the policy / proposal being assessed. Outline the policy's purpose.**

Home to School Transport Policy – Post-16 Transport.

A decision by a previous Cabinet Member for Education and 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 and again in 2017 the same decision was made to suspend the planned increase for September 2016 and 2017, 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. Outline how you have/ will involve stakeholders who will be affected by the policy/proposal**

The proposed change will be subject to a formal report to the Cabinet Member for Education and Skills 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.

**3. What information/evidence do you have on stakeholders? e.g. views, needs, service usage etc. Please include all the evidence you consider relevant.**

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 and 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.

**4. Equalities and Welsh language impact**

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	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.
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All pupils eligible for assistance will be treated equitably and required to pay the same level of parental contribution towards travel costs.
Gender reassignment/transgender	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Not applicable

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Not applicable
Pregnancy or maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Not applicable
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	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.
Religion or Belief or non-belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All pupils eligible for assistance will be treated equitably and required to pay the same level of parental contribution towards travel costs
Sex/ Gender Identity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	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
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Not applicable
Welsh Language	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All pupils eligible for assistance will be treated equitably and required to pay the same level of parental contribution towards travel costs

## 5 How has your proposal embedded and prioritised the sustainable development principle in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Long Term</p> <p>Balancing short term need with long term needs</p>	<p>The provision of post-16 transport is not a statutory function but the council maintains this discretionary award to support pupils to undertake post-16 education. Any changes to this service could have a short term effect and a long term impact on the sustainability of post-16 education across the city. Continuing to provide a partially subsidise transport function for post-16 students enables young people to gain access to appropriate education and skills to support their long term future.</p>
 <p>Collaboration</p> <p>Working together to deliver objectives</p>	<p>Collaboration is undertaken with the local bus network where possible. Where this is not possible, tenders are offered under a framework agreement to local suppliers.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Due to this being a discretionary function to which we will be maintaining the current charge, there is no need for consultation at this time.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Providing partially subsidised transport to ensure students can access appropriate education and gain skills which will mean they have better life chances</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>This proposal supports the 'A more equal Wales' and 'A globally responsible Wales' well-being goals and has no adverse effect on any of the other well-being goals. In addition this proposal supports the Newport City Council well-being objective 'To improve skills, educational outcomes and employment opportunities'.</p> <p>This proposal promotes equality by maintaining the same level of contribution across the city rather than applying an increase for some students from September 2018. There is no discrimination or breach of equalities duties.</p>

**6 Will the proposal/policy have a disproportionate impact on a specific geographical area of Newport?**

There will be no disproportionate impact on a specific area. 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.

**7 How does the proposal/policy relate to the parameters of debate about Fairness identified by the Newport Fairness Commission**

Maintaining the current parental contributions would mean that the costs charged to all students using contracted services remain equal.

**8 Taking this assessment as a whole, what could be done to mitigate any negative impacts of your policy and better contribute to positive impacts?**

Not applicable

## 9 Monitoring, evaluating and reviewing

The impact of maintaining the grant will be monitored by the passenger transport team and education.

## 10 Involvement

### **How will people be advised of the changes and of the FEIA?**

The proposed change will be subject to a formal report to the Cabinet Member for Education and 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.

## 11 Summary of Impact (for inclusion in any report)

### **Equality Act 2010 AND Welsh language**

There is no discrimination or breach of equalities duties. All communities would have an equal outcome.

Welsh language is not affected by the policy as Welsh medium pupils will be treated in the same way as English medium pupils.

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 2018.

### **Wellbeing of Future Generations (Wales) Act 2015**

Young people entitled to transport and their families will not be affected by the decision to maintain the current parental contributions.