

## 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.

<b>Service Area</b> Education	<b>Head of Service</b> James Harris	<b>Person responsible for the Assessment:</b> Deborah Weston	<b>Date of Assessment</b> 8 <sup>th</sup> April 2016 <b>Version 1</b>
----------------------------------	--	---	---

1. What is the policy/ service being assessed?

A decision by the 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.

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

To suspend the further price increases planned for September 2016 and therefore maintain the current level of charges, set at £370 per year for the 2016/17 academic year.

## 3. Protected Characteristics

<b>Protected Characteristic</b>	<b>Who are the customers/service users/ potential service users?</b>	<b>If we take this decision what is the potential impact?</b>	<b>Action Plan to address issues raised</b>	<b>Who is responsible?</b>	<b>Timeframe to review</b>
		<p>The impact may be either positive or negative</p> <p>Explain how people may be affected and give the evidence for this</p>	<p>What changes or practical measures would reduce adverse impact on particular groups.</p> <p>What changes would increase positive impacts e.g. improve access or opportunity</p> <p>May be revisited post consultation</p>		
Age	Pupils seeking post-16 education in a school	Pupils who are eligible for assistance and	The fact that no further increase is proposed is seen as positive	Education Service	September 2016

	based environment	access post-16 studies in a school environment via a contracted vehicle service will not be required to pay an increased level of parental contribution towards actual travel costs for the 2016/17 academic year	for pupils and parents	Development Manager / Integrated Transport Unit Manager	
Gender reassignment	N/A				
Disability	Pupils seeking post-16 education in a school based environment	Pupils who are eligible for assistance and access post-16 studies in a school environment via a contracted vehicle service will not be required to pay an increased level of parental contribution towards actual travel costs for the 2016/17 academic year	The fact that no further increase is proposed is seen as positive for pupils and parents	Education Service Development Manager / Integrated Transport Unit Manager	September 2016
Marriage/Civil Partnership	N/A				
Pregnancy and	N/A				

Maternity					
Race	Pupils seeking post-16 education in a school based environment	Pupils who are eligible for assistance and access post-16 studies in a school environment via a contracted vehicle service will not be required to pay an increased level of parental contribution towards actual travel costs for the 2016/17 academic year	The fact that no further increase is proposed is seen as positive for pupils and parents	Education Service Development Manager / Integrated Transport Unit Manager	September 2016
Religion/belief (or the absence of)	Pupils seeking post-16 education in a faith based school environment	Pupils who are eligible for assistance and access post-16 studies in a school environment via a contracted vehicle service will not be required to pay an increased level of parental contribution towards actual travel costs for the 2016/17 academic year	The fact that no further increase is proposed is seen as positive for pupils and parents	Education Service Development Manager / Integrated Transport Unit Manager	September 2016
Sex	Pupils seeking post-16 education in a school based environment	Pupils who are eligible for assistance and access post-16 studies in a school environment via a	The fact that no further increase is proposed is seen as positive for pupils and parents	Education Service Development Manager / Integrated	September 2016

		contracted vehicle service will not be required to pay an increased level of parental contribution towards actual travel costs for the 2016/17 academic year		Transport Unit Manager	
Sexual Orientation	N/A				
Welsh language	Pupils seeking post-16 education in a Welsh-medium school	Pupils who are eligible for assistance and access post-16 studies in a school environment via a contracted vehicle service will not be required to pay an increased level of parental contribution towards actual travel costs for the 2016/17 academic year	The fact that no further increase is proposed is seen as positive for pupils and parents	Education Service Development Manager / Integrated Transport Unit Manager	September 2016

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

Not applying the anticipated increase will reduce the prospect of further financial hardship on individual families.

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)?

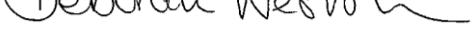
Not applicable

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

Whilst the current top-up fee for students using the local bus network remains lower than the charge for contracted services, the actual cost of seats on these contracted vehicles continues to be subsidised.

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

All children eligible for a post-16 travel grant and accessing school via a contracted service provision pay the same level of parental contribution towards travel costs regardless of which school they attend.

Completed by/ Date:  . 8<sup>th</sup> April 2016

Signed off by/ Date:  . 8<sup>th</sup> April 2016