

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: Richard Cope **Role:** Team Manager Passenger Transport

Head of Service: Paul Jones **Date:** 17/12/2019

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

Yes

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

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

The purpose of this proposal is to remove a travel grant of £150 per annum awarded to all Post-16 pupils who are eligible for this assistance under the council's current Post-16 home to school and college transport policy.

Eligibility is based on pupils meeting a distance criteria of 3 miles or more between their home and the catchment or nearest suitable school or college providing the chosen course of study, as per the Learner Travel (Wales) Measure 2008.

It is also proposed to remove discretionary payments currently made to ALN (additional learning needs) students, who are accessing post-16 education not provided by the local authority.

This will not affect pupils in local authority funded post-16 education with a statement of special educational needs which specifies that transport must be provided to and from their chosen place of study.

This is proposed to come into effect from September 20 for new applicants and September 21 for existing users.

2. Outline how you have/will consult with stakeholders who will be affected by the policy/proposal.

- We will consult with FE colleges providing the courses for ALN pupils in early 2020
- ALN pupils will be consulted as part of their yearly reviews on options open to them in February 2020
- The authority has already consulted with Head of Education, ALN team and the school admissions team
- All secondary schools including Welsh language and faith schools will be consulted by March 2020

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

Current Demand

- There are currently a total of 515 pupils benefitting from travel assistance
- Information about pupils with ALN is obtained from the transitional officer in social services and FE establishments. There are currently 29 ALN students accessing discretionary payments
- At present, children who are, or will be in post-16 education wishing to continue their education through the medium of Welsh must travel to the nominated catchment school Ysgol Gyfun Gwynllyw in Pontypool or other schools or colleges outside the city. There are currently 34 students accessing Welsh medium post-16 education in Gwynllyw who are eligible for the travel grant. It should also be noted that from September 2021 onwards, Ysgol Gyfun Gwent Is Coed will be able to provide post-16 education. NCC has recently commissioned research to better understand barriers accessing post-16 education for Welsh speakers in Newport.
- At present the catchment faith school is St Joseph's RC High. There are currently 89 students benefitting from the travel grant in order to attend St Joseph's.

This proposal does not affect pupils currently in receipt of travel subsidies and impacts on future pupils only. Mapping potential future impact for post-16 pupils is not feasible due to the number of variables impacting on the uptake of post-16 education.

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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	As a proposal to reduce service provision, this will negatively impact on young people. Pupils will need to fund the full cost of their post-16 education travel. There is potential for a decrease in the numbers of children accessing further education due to socioeconomic factors.
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The proposal will have a negative impact on ALN pupils who currently receive the discretionary grant, including the removal of taxi transport. This will limit the choice of post-16 education options for ALN pupils. There is also a potential for a decrease in the numbers of ALN children accessing further education due to socioeconomic factors. Welsh Government statistics on poverty show that living in a household where is someone with a disability increases the likelihood of living in relative income poverty. https://gov.wales/relative-income-poverty-april-2017-march-2018
Gender reassignment/transgender	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence to suggest this proposal will have a negative impact on the protected characteristics of gender, reassignment or transgender.
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence to suggest this proposal will have a negative impact on the protected characteristics of marriage or civil partnership.
Pregnancy or maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence to suggest this proposal will have a negative impact on the protected characteristics of anyone who is Pregnant or in maternity
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The way that socioeconomic disadvantage impacts on BAME communities means that there may be a negative impact on students from minority ethnic backgrounds who would have

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	Positive	Negative	Neither	
				been eligible for travel grants. Some of Newport's most diverse wards, for example, Pill, are also the most deprived in Wales according to WIMD data. https://wimd.gov.wales/Isa/W01001662?lang=en#
Religion or Belief or non-belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There is a potential disproportionate negative impact on pupils that share this protected characteristic. All pupils wishing to undertake post-16 education in a faith school must travel to St Joseph's, as the only faith based establishment offering further education.
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence to suggest that this proposal will have a more negative impact on the sex of the person as we don't have data on new users at this time and current pupils are protected.
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no evidence to suggest this proposal will have a negative impact on the protected characteristics of sexual orientation
Welsh Language	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>This proposal has the potential to impact negatively on Welsh speakers, and opportunities to access Welsh medium further education.</p> <p>At present, children who are, or will be in post-16 education wishing to continue their education through the medium of Welsh must travel to Ysgol Gyfun Gwynllyw in Pontypool or other educational establishments outside of catchment, automatically meaning that they would qualify for the £150 subsidy. Therefore, children wishing to access Welsh medium further education will be impacted. It should be noted that from September 2021 onwards, Ysgol Gyfun Gwent Is Coed will be able to provide post-16 education.</p> <p>Under Section 10 of the Learner Travel (Wales) Measure, each local authority must promote access to education and training through the medium of Welsh when exercising functions under the Measure. Guidance from the Welsh Language Commissioner states that when considering the removal of free transport arrangements for pupils over 16 years of age it should consider</p>

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	Positive	Negative	Neither	
				<p>the extent to which it complies with the duty to promote access to Welsh-medium education.</p> <p>The council's Welsh in Education Strategic Plan makes reference to this duty, whilst recognising the challenges around moving toward a policy that may treat Welsh speakers more favourably than English speakers (i.e. provision of Welsh speaker only transport grants). Outcome 4 of the WESP also describes increasing the number of 16-19-year-old students studying subjects through the medium of Welsh in schools, colleges and learning in the work place:</p> <p>https://democracy.newport.gov.uk/documents/s7931/10%20x%20NCC%20WL%20Strategy%2027-02-17%201.0%20FINAL.pdf</p> <p>The Council's 5 year Welsh Language Strategy notes that we aim to increase the number of pupils in Welsh medium education based on filling the reception classes of the 3 Welsh medium primary schools to their capacity of 107 places a year, from 2017/18. The effect of the increase in Welsh medium pupils in primary school will not be felt at post-16 level for a number of years.</p>

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>This proposal will help the authority balance its budget and help ensure the council delivers financially sustainable services across the city.</p> <p>The changes in this proposal will make all school transport policies equal whether accessing mainstream , ALN, Faith , Welsh Language and FE Colleges.</p>
 <p>Collaboration</p> <p>Working together to deliver objectives</p>	<p>This proposal is in line with similar proposals that neighbouring authorities have implemented previously.</p> <p>We will look to work with stakeholders including FE Colleges to minimise any impact this proposal has.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>This proposal is being considered as part of the wider budget proposals that are going to full public consultation for the 2020/21 budget, and this impact assessment will be amended to reflect the nature of responses received during that consultation process.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>This proposal is being made to ensure the council delivers sustainable public services in the future. Currently the authority has budget deficit the authority will need to make difficult decisions to ensure core services remain viable in the future.</p>

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

For those children wishing to further their education in a faith based or Welsh language school, St Joseph's and Ysgol Gyfun Gwynllyw are currently the only available options, therefore those students living further away from the school sites will be most impacted. The impact on Welsh speakers will be lessened when Ysgol Gyfun Gwent Is Coed is able to provide in-county post-16 education from 2021.

8. Equality Impacts and Actions

Please complete the below action plan which sets out steps that will/will not be taken in order to mitigate any negative impacts that your assessment has identified.

Impact identified	Who does it affect?	What will you do to mitigate the impact? If you plan to take no action, please justify your rationale	Who is responsible?
515 pupils currently receiving grants	Existing recipients of travel grants	We will honour current pupils who receive this transport so that they are able to complete their courses	PTU
Disproportionate impact on: <ul style="list-style-type: none"> • Welsh speakers • BAME students • Disabled students • Faith-based school students 	Those with less education choice due to limited availability or socioeconomic circumstances	<ul style="list-style-type: none"> • Further engagement with affected groups to communicate changes • Work with FE colleges and other partners to explore alternative transport provision 	PTU/Education

9. Monitoring, evaluating and reviewing

The impact of the proposal will be monitored by regular communication with Schools and FE Colleges and liaising with colleagues in the ALN and Education department. Any impacts recorded will be reported on at the end of the term where the impacts have been recorded.

10. Involvement

We will advise Schools and FE colleges of the changes via communications and we will also publish the changes in the policy and on our website.

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

Equality Act 2010 Welsh

Please see Section 4.

Welsh Language

Please see Section 4.

Wellbeing of Future Generations (Wales) Act 2015

Please see section 5.