

Equality analysis is a valuable tool to help embed equality into everything we do

Evidence based equality analysis – can include documents, quotes, and web links for photos and videos

Policy decision:

Home to School Transport Review – Proposal 4 – Medical Needs

From September 2014, for pupils of statutory school age with medical needs not attending their nearest qualifying school, it is proposed that an annual charge of £1.200 (or an apportioned amount if it is a short term arrangement) would be applied. Discretion may be considered for exceptional cases. There is a statutory responsibility to provide transport however this does not have to be free of charge if the child is not attending their nearest qualifying school. The Council would continue to provide free transport to those pupils with medical needs if they are attending their nearest qualifying school that is under the statutory walking distance but due to a disability or mobility difficulty they are unable to walk there in reasonable safety, even when accompanied.

Main aims, purpose and outcomes and how does it fit in with the wider aims of the organisation:

The purpose of the review of the current Children and Young People’s transport policies is to determine if services can be provided in a more efficient and cost effective way, making the best use of the resources available to ensure high quality service may be delivered in a more personalised and flexible way.

We want to use the review as an opportunity to work closer with service users and our wider communities in order to help build sustainable transport solutions that enable each child and young person, irrespective of need, have the opportunity to achieve their full potential and gain independence in travelling where possible.

Lead officer: Claire Gregory, Senior Manager School Planning

Stakeholders: See consultee list accompanying the Executive papers

While process is important, equality analysis is essentially about outcomes.

Lack of evidence of discrimination is not evidence of a lack of discrimination.

It is not acceptable to say that a policy is applied uniformly to all groups and is therefore fair and equal. Applying a policy or procedure consistently may result in differential outcomes for different groups.

For each of the areas overleaf, an assessment needs to be made on whether the policy has a **positive, negative or neutral impact**, and brief details of why this decision was made and notes of any mitigation should be included. Where the impact is negative, this needs to be given a **high, medium or low assessment**. It is important to rate the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

High impact – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

Medium impact –some potential impact exists, some mitigating measures are in place, poor evidence

Low impact – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

	Neutral	Positive	Negative
Target group / area			
Race and ethnicity (including Gypsies and Travellers; migrant workers, asylum seekers etc.)	<p>The proposal should have no immediate impact on the basis of ethnicity.</p> <p>People who have English as an additional language may have less awareness and understanding of both transport and admission to school policies and therefore increased potential for school placement to have unforeseen transport implications for parents.</p>		<p>Changing residence more frequently may lead to more changes in schools which may lead to more transport implications.</p> <p>A lack of established support network for newly arrived families in particular.</p> <p>Children from Traveller sites may be affected by this proposal due to the geographic position of some sites.</p> <p>Young people from ethnic</p>

			<p>backgrounds, including Gypsies and Travellers, are more likely to be bullied or harassed due to their ethnic background.</p> <p>Medium – close working with Gypsy, Roma, Traveller Advisory Service to minimise impact.</p>
<p>Disability (as defined by the Equality Act - a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities)</p>			<p>For some young people their disability may significantly restrict their ability to travel independently, others may have to rely heavily on public transport – this may increase costs where a carer accompanies the disabled young person</p> <p>Access to suitable alternative transport may be more limited for disabled young people depending upon their individual needs</p> <p>Disabled parents/carers may be more likely to have low incomes and may not be able to meet additional costs</p> <p>Individuals are more likely to be bullied or harassed.</p> <p>Concern about personal safety on public transport</p> <p>Medium impact - ITT scheme</p>

			<p>developed to encourage, where appropriate, all young people from the end of school year 6 -7, who have special educational needs have access to independent travel training. To become self reliant travellers and foster independence as they reach adulthood.</p> <p>Medium impact – close partnership working between CWAC and Cheshire Constabulary to ensure safety within the community.</p> <p>Medium impact - The Council would continue to be able to apply its powers of discretion for those cases which may be considered exceptional. Charge would be apportioned to amount of need.</p>
<p>Gender/gender reassignment</p>	<p>The proposal should have no immediate impact on the basis of gender/gender reassignment.</p>		<p>Individuals are more likely to be bullied or harassed.</p> <p>Young women are more likely to be concerned about personal safety when travelling alone, including walking to and from travel points (e.g. bus stops, train stations)</p> <p>Young men are more likely to be involved in incidents, including</p>

			<p>personal attack, both as victims and perpetrators. This would also apply to travelling on public transport.</p> <p>Specific personal safety issues for transgender young people. – may be targeted bullying.</p> <p>Medium impact – close partnership working between CWAC and Cheshire Constabulary to ensure safety within the community.</p>
Religion and belief	The proposal should have no immediate impact on the basis of religion and belief.		May restrict accessibility to school of choice
Sexual orientation (including heterosexual, lesbian, gay, bisexual)	The proposal should have no immediate impact on the basis of sexual orientation.		<p>There is no evidence a particular impact on young people or parents/carers in relation to sexual orientation. There may be potential risks for lesbian, gay or bisexual (LGB) young people choosing cheaper alternatives such as walking or cycling which could make them more vulnerable to bullying or harassment.</p> <p>Medium impact – legislation assumes all children and young people up to the age of 18 will be accompanied as necessary when</p>

			<p>considering the statutory walking distances (two miles for pupils aged under eight and three miles for pupils aged eight and above).</p> <p>Medium impact – close partnership working between CWAC and Cheshire Constabulary to promote safety within the community.</p>
<p>Age (children and young people aged 0 – 24, adults aged 25 – 50, younger older people aged 51 – 75/80; older older people 81+. The age categories are for illustration only as overriding consideration should be given to needs).</p>	<p>The proposal should have no immediate impact on the basis of age.</p>		<p>Could raise issues regarding safety and vulnerability of pupils</p> <p>In addition, younger parents who, on average, have lower incomes may also be impacted by affordability issues.</p> <p>Medium impact - The authority would continue to provide travel assistance to those legally entitled to it. This will enable continued equality and opportunity to access educational provision for those families.</p> <p>Medium impact – legislation assumes all children and young people up to the age of 18 will be accompanied as necessary when considering the statutory walking distances (two miles for pupils aged under eight and three miles for pupils aged eight and above).</p>

Rural communities			<p>Young people in rural areas may have more limited access to public transport.</p> <p>May restrict accessibility to school of choice</p> <p>Medium impact - The authority would continue to provide travel assistance to those pupils who are legally entitled to receive it.</p>
Areas of deprivation			<p>Increased costs for families</p> <p>May restrict accessibility to school of choice</p> <p>Medium impact - The authority would continue to provide travel assistance to those pupils who are legally entitled to receive it including those families on low income.</p>
Human rights			<p>May restrict accessibility to school of choice</p> <p>Medium impact - the authority would continue to provide travel assistance to those pupils who are legally entitled to it.</p>

<p>Health and wellbeing (consider both the wider determinants of health such as education, housing, employment, environment, crime and transport, as well as the possible impacts on lifestyles and the effect there may be on health and care services)</p>			<p>For some young people their disability may significantly restrict their ability to travel independently</p> <p>Individuals are more likely to bullied or harassed.</p> <p>Concern about personal safety on public transport</p> <p>Medium impact - the authority would continue to provide travel assistance to those pupils who are legally entitled to it.</p> <p>The Council would continue to be able to apply its powers of discretion for those cases which may be considered exceptional.</p> <p>Charge would be apportioned to amount of need.</p> <p>Medium impact – legislation assumes all children and young people up to the age of 18 will be accompanied as necessary when considering the statutory walking distances (two miles for pupils aged under eight and three miles for pupils aged eight and above).</p>
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Procurement/partnership (if project due to be carried out by contractors/partners etc, identify steps taken to ensure equality compliance)	The proposal should have no immediate impact on procurement/partnership.		
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Evidence (see guidance note for details of what to include here):

Statutory legislation is less generous than the current CWAC home to school transport policy in respect of children and young people within this category. There is a legal obligation for the authority to provide transport however this does not have to be free of charge if they are not attending their nearest qualifying school.

A thorough 12 week consultation process, as outlined in a separate Equality Assessment, will take place between 30 October 2013 to 24 January 2014 in order to capture responses that will assist in the decision making process in March 2014.

Action plan:

Actions required	Key activity	Priority	Outcomes required	Officer responsible	Review date

Sign off	
Lead Officer:	Claire Gregory, Senior Manager School Planning
Approved by Head of Service:	Mark Parkinson Achievement and Wellbeing
Moderation and/or scrutiny	

Date: 27.02.14	
Date analysis to be reviewed based on rating (high impact – review in one year, medium impact - review in two years, low impact in three years)	

Please forward the completed Equality Analysis to the Equality and Diversity Managers for publishing on the Council's website

Please go to the Executive webpage to see the documentation

<http://cmttpublic.cheshirewestandchester.gov.uk/ieListDocuments.aspx?CId=443&MId=3916&Ver=4>