

KENT COUNTY COUNCIL EQUALITY IMPACT ASSESSMENT

Please read the EqIA GUIDANCE and the EqIA flow chart available on KNet.

Directorate:

Education and Young Peoples Services

Name of policy, procedure, project or service

Post 16 Transport Policy

What is being assessed?

Access to Post 16 Education in 2015.

Responsible Owner/ Senior Officer

Scott Bagshaw

Date of Initial Screening

15 February 2013

Version	Author	Date	Comment
1	Scott Bagshaw	14/2/13	1 st draft before consultation
2	Scott Bagshaw	04/03/15	This considers existing transport policy unchanged from the provision and policy agreed and implemented for 2014.

Feb 2013

Screening Grid

Characteristic	Could this policy, procedure, project or service affect this group less favourably than others in Kent? YES/NO If yes how?	Assessment of potential impact HIGH/MEDIUM LOW/NONE UNKNOWN		Provide details: a) Is internal action required? If yes what? b) Is further assessment required? If yes, why?	Could this policy, procedure, project or service promote equal opportunities for this group? YES/NO - Explain how good practice can promote equal opportunities
		Positive	Negative	Internal action must be included in Action Plan	If yes you must provide detail
Age	No	medium	low		Yes – revised policy can widen access to young adults in education/ apprenticeships who currently cannot access a discounted travel option
Disability	No	medium	low		Yes- policy for this group remains unchanged- Can also help to promote independence for CYP who have disabilities/ SEN
Gender	No	low	low		
Gender identity	No	low	low		
Race	No	low	low		
Religion or belief	No	medium	low		Yes - those who travel further to attend a school/ college that fits in with religion belief or none are able to do so using the Post 16 pass. This will be available to more students than was previously the case.
Sexual orientation	No	low	low		
Pregnancy and maternity	No	medium	low		Yes- those who are pregnant or within six months of delivery are able to still attend school college or undertake/ complete an apprenticeship which will result in better employment and further

Updated 07/04/2015

KCC/EqIA2012/

Feb 2013

					education options
Marriage and Civil Partnerships	No	medium	low		Yes - those who are married or in a civil partnership, are able to still attend school college or undertake/ complete an apprenticeship which will result in better employment and further education options
Carer's responsibilities	No	medium	low		Yes- Carers tend to have lower incomes- the scheme will enable children and young people from lower socio- economic backgrounds to access education through the provision of a subsidised travel costs.

Part 1: INITIAL SCREENING

Proportionality - Based on the answers in the above screening grid what weighting would you ascribe to this function

Low	Medium	High
Low relevance or Insufficient information/evidence to make a judgement.	Medium relevance or Insufficient information/evidence to make a Judgement.	High relevance to equality, /likely to have adverse impact on protected groups

Medium

Because it is providing an additional benefit that would not otherwise be available to target groups.

We have run it for the first year but we will be analysing the take up data to investigate if there is disproportional take up or potential gaps in access to the scheme.

Context

KCC currently operates a discretionary post-16 transport policy for learners on low incomes and others who live more than 3 miles away from their nearest appropriate learning institution. KCC provides a subsidy for each eligible post-16 learner

Aims and Objectives

To provide a post 16 Transport policy for KCC following legislative and policy changes. This has also been impacted by a change in funding allocations to LA with budgets being directly delegated schools colleges and other learning providers. Further the rise in the school leaving age will result in the growth of demand for access to education and the change in policy will widen the opportunity for Kent's young adults to access the education provision of their choice.

Beneficiaries

This policy applies to all Kent resident learners in Years 12 and 13 (and Year 14 students who are completing their 14 – 19 studies).

16-24 year-old learners with Statements of Educational Need or a Learning Difficulty Assessment (139a) or Educaiton Health and Care Plan, will continue to receive assistance from KCC in line with the 16-19 Statutory Duty and existing KCC discretionary transport policy and so no change is being made to this group as a result of this policy. As such beneficiaries are:

- KCC
- Eligible children and young people
- Parents/Carers
- Schools, Academies and colleges

Consultation and data

There has been significant take up of the Kent Post 16 Travel Card, not only have there been the anticipated increase in the numbers purchasing the card as an alternative to the previous Vacant Seat Payment Scheme (which provided single journeys to and from school at a cost of £490) but significantly more young adults are now travelling on the bus network than in previous years indicating a significant shift in modes of transport by Kent's young adults.

Additional guidance and standards will be drafted to support the implementation of Policy proposals for Learning Providers. They will take Equality Obligations under the 2010 Act into account and will enable schools colleges and learning providers to expedite the Public Sector Equality duties in relation to this policy accordingly.

Consultation will be held with the following groups

- Learning Providers
- Bus/train companies
- Children and Young People affected by proposals
- Parents/carers
- Schools, Academies and colleges

Feedback from last year's consultation was mostly positive the main concern being the cost of the pass associated with the Post 16 Travel Policy. This was a consistent theme across all groups responding to the consultation. No one group stood out as having any particular issues or concern. The great majority of respondents consider that the 16 + Travel Card greatly benefits Kent's young adults. Every group considered that the price of the pass should be less, and this was reduced to £400 from £520 as a result. There remains concern that there is a price difference between the Young Persons Travel Pass at £200 for pre sixteen learners but there is a distinction between the two schemes which gives far greater flexibility of use for the Post 16 learner.

Potential Impact

Adverse Impact:

Further information required to assess the impact of each option

Positive Impact:

Further information required to assess the impact of each option

JUDGEMENT

Option 2 – Internal Action Required YES

At this stage we do not know, but we haven't identified any and will test the data alongside this year's consultation with beneficiaries.

Feb 2013

Equality and Diversity Team Comments

Sign Off

I have noted the content of the equality impact assessment and agree the actions to mitigate the adverse impact(s) that have been identified.

Senior Officer

Signed:

Name:

Job Title:

Date:

DMT Member

Signed:

Name:

Job Title:

Date:



Equality Impact Assessment Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
All	Statutory consultation on policy	Consultation with stakeholders and beneficiaries	Policy is improved Greater efficiency	Scott Bagshaw	March 2015	Part of core business
All	Understanding who has purchased card	Analysis of uptake from 14/15 Cohort	Better understanding of who is purchasing the cards and if there are any adverse impacts which can then be mitigated	Scott Bagshaw	April 2015	Part of core business