

Equality Impact Assessment



Section A

1. Name of Activity (EQIA Title):

Post 16 Transport Policy Consultation

2. Directorate

Children, Young People & Education (CYPE)

3. Responsible Service/Division

Education and SEND

Accountability and Responsibility

4. Officer completing EQIA

Note: This should be the name of the officer who will be submitting the EQIA onto the App.

Krystle Davies – Transport Eligibility Operations Manager

5. Head of Service

Note: This should be the Head of Service who will be approving your submitted EQIA.

Craig Chapman - Assistant Director Fair Access and (Interim) SEN Processes

6. Director of Service

Note: This should be the name of your responsible director.

Christine McInnes – Director of Education and SEN, CYPE

The type of Activity you are undertaking

7. What type of activity are you undertaking?

Service Change – *operational changes in the way we deliver the service to people.* Answer Yes/No

Yes/No

NO

Service Redesign – *restructure, new operating model or changes to ways of working.* Answer Yes/No

Yes/No

NO

Project/Programme – *includes limited delivery of change activity, including partnership projects, external funding projects and capital projects.* Answer Yes/No

NO

Commissioning/Procurement – *means commissioning activity which requires commercial judgement.* Answer Yes/No

NO

Strategy /Policy – *includes review, refresh or creating a new document.* Answer Yes/No

Yes

Other – Please add details of any other activity type here.

8. Aims and Objectives and Equality Recommendations – Note: You will be asked to give a brief description of the aims and objectives of your activity in this section of the App, along with the Equality recommendations. You may use this section to also add any context you feel may be required.

This Equality Impact Assessment (EqIA) has been developed in conjunction with proposals that address how KCC may provide transport support to learners of sixth-form age and young adults

from September 2026. These proposals were subject to a consultation that took place between 27 January and 23 March 2025. The [consultation document can be found on the web page](#). Following this consultation, this EqlA was updated in conjunction with the development of Cabinet Papers that will support the formal decision making process by elected Members of Kent County Council. Key points are replicated here in summary, and links to more detailed explanations are referenced where appropriate. Where this EqlA was updated as a result of consultation feedback and additional Officer analysis, this will be highlighted in the relevant section below.

Current Offer

Section 1 of the Cabinet Paper outlines the features of KCC's current transport policy statement for learners of sixth-form age and adult learners. KCC and others offer a range of different types of support including:

- Kent 16+ Travel Saver (K16+TS)
- Access to 16 to 19 Bursary Fund
- Dedicated support for Young people who are not in education, employment or training (NEET)
- Active Travel options
- Vacant Seats Payment Scheme
- Care to Learn
- Travel Training
- Personal Transport Budgets
- Mileage Payments
- Access to a vehicle organised and paid for by KCC

Learners of sixth form age and adult learners can apply to KCC if they consider they require additional support in accessing learning. These applications are then assessed in line with criteria within the policy, KCC may then decide to provide additional support and will then identify the most appropriate option from the list above.

All support options are currently subject to a contribution of an equivalent cost to the Kent Travel Saver.

Proposed changes:

Section 3 of the Cabinet Paper outlines the changes that KCC proposed. As KCC is required to consult on this transport policy statement annually, it was necessary to consult on both the 2025/26 and 2026/27 policy at the same time.

Proposed 2025/26 changes

KCC did not propose to make any substantive changes to the 2025-26 Post 16 Transport Policy Statement. The policy clarified some wording relating to how contributions and refunds are made, to better explain these processes. It also included some limited new wording to explain KCC's current approach more clearly. Because no substantive changes were proposed it was not anticipated that there were any particular further impacts on protected groups.

Proposed 2026/27 changes

Proposed 2026/27 changes for individuals of sixth form age

KCC proposed to provide a Personal Transport Budget (PTB) to learners who qualify for additional support from KCC, to facilitate their travel to their place of education, rather than the forms of support we currently offer. KCC proposed that a PTB would be its standard offer of additional support. A KCC organised vehicle would only be provided in exceptional circumstances.

Kent's PTB scheme has been operating for over 10 years and is already an established feature of our transport policy. Payments are made on the basis of the straight-line distance between the applicant's home and their main educational establishment or training provider in the Bands set out in the table below. An initial contribution is required which is equivalent to the full cost of the K16+ Travel Saver pass, including with appropriate adjustment to the rates for low income applicants, for the academic year that the application is being made.

The K16+TS cost is subject to change annually and can be found [here](#). However, it is currently up to £600 per annum. While actual PTB funding levels will be confirmed when K16+TS costs are finalised in June/July 2026, the following table gives an indication based on current costs. The amounts set out are the proposed amounts for 2026/27 and are subject to change:

	Annual Fund	Total Annual Fund minus contribution (eg £600)	Total Annual Fund minus low income contribution (eg £300)
Band 1 – Less than 5 miles	£2,000	£1,400	£1,700
Band 2 – Between 5 and 10 miles	£3,000	£2,400	£2,700
Band 3 – Over 10 miles	£5,000	£4,400	£4,700

Proposed 2026/27 changes for Adult Learners

KCC proposed to make two main changes to the support provided to adult learners, as follows:

- Firstly, KCC proposed to set out in the 2026/27 Transport Policy Statement an expectation that students aged 19+ apply for support via the 16 to 19 Bursary Fund from their learning provider before approaching KCC for any additional support. Applicants would be expected to provide evidence that they have sought support via the 16 to 19 Bursary Fund when submitting an application for support to KCC.
- Secondly, where KCC assesses that any support provided to students via the 16 to 19 Bursary Fund is insufficient to facilitate a student's attendance at school, college or training, consideration would be given to support in the form of a mileage payment. KCC proposed to offer a mileage payment, as standard. Under the proposed policy, KCC would generally no longer

make transport arrangements for individuals to whom it provides support. KCC would only consider providing transport in exceptional circumstances.

Summary of Proposed Changes for Learners of Sixth-Form Age and Adult Learners

Age range	Current arrangements	Proposed changes
16-18 and 19 (if the course stated before the learner's 19 th birthday)	Where a learner of sixth-form age can demonstrate that a Kent 16+ Travel Saver, 16-19 Bursary, Care to Learn, Active Travel, Independent Travel Training or Vacant Seat Payment Scheme is not sufficient to facilitate their access to their place of education, KCC will consider making alternative arrangements. These include a Personal Transport Budget, a mileage payment or provision of a vehicle organised and paid for by KCC, all subject to a contribution of up to the total cost of a Kent 16+Travel Saver (currently £600).	Where a learner of sixth-form age can demonstrate that a Kent 16+ Travel Saver, 16-19 Bursary, Care to Learn, Active Travel, Independent Travel Training or Vacant Seat Payment Scheme is not sufficient to facilitate their access to their place of education, KCC will consider making alternative arrangements. In most instances this will be a Personal Transport Budget. In exceptional circumstances, KCC may consider provision of a vehicle organised and paid for by KCC. Both offers are subject to a contribution of up to the total cost of a Kent 16+Travel Saver (currently £600).
Adult Learners	Where adult learners with SEND (including those with an EHCP) can demonstrate that they continue to require support to access their place of education, KCC will consider making alternative arrangements. These include a Personal Transport Budget, a mileage payment, or provision of a vehicle	Where adult learners with SEND (including those with an EHCP) can demonstrate that they continue to require support to access their place of education following a formal request to their provider for a 16-19 Bursary, KCC will consider making alternative arrangements. In most instances this will be a mileage payment paid termly, subject to a contribution of up to the

	<p>organised and paid for by KCC,</p> <p>For the purposes of deciding whether to make transport arrangements, KCC would not consider it necessary, other than in exceptional circumstances, for a young adult learner to attend an additional Further Education course at the same level or equivalent where the learner had previously attended and completed a course at an establishment within the Further Education sector.</p>	<p>total cost of a Kent 16+ Travel Saver (currently £600). In exceptional circumstances, KCC may consider provision of a vehicle organised and paid for by KCC.</p> <p>For the purposes of deciding whether to provide transport support, KCC would not consider it necessary, other than in exceptional circumstances, for a young adult learner to attend an additional Further Education course at the same level or equivalent where the learner had previously attended and completed a course at an establishment within the Further Education sector.</p>
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Rationale for changes:

Section 2 of the Cabinet Report explains the rationale for proposing these changes, but they can be summarised as follows:

Promoting Independence – KCC will be able to reallocate staffing capacity related to travel training to an earlier point in learners' education, providing vital independence skills sooner

Rebalancing Kent's offer to learners of sixth-form age and adult learners – the proposed changes would address the significant disparity between levels of expenditure on those with and without additional needs for support, which has increased in recent years, while continuing to ensure that learners with the highest need get additional support.

Sustainability of KCC resources – KCC faces a considerable financial challenge. These changes will address the doubling of cost associated with transport for learners of sixth-form age and adult learners since 2018. It is estimated that the proposals will save KCC in the region of £6.0m annually.

This EqlA is intended to help KCC have 'due regard' to the three equality needs set out in section 149(1) of the Equality Act 2010. These are: eliminating discrimination; promoting equality of opportunity; and fostering good relations between different protected groups. This EqlA has been conducted with these three equality needs in mind.

Identified Impacts:

Section 5 of the Cabinet Report sets out KCC's initial assessment of potential impacts of these changes. Section 6 of the Cabinet Report outlines how this assessment developed as a result of consultation feedback. Both sections should be read in conjunction with the individual demographic assessments below to gain a full understanding of this assessment. As KCC is required to consult on its Post 16 Transport Policy Statement on an annual basis, it should be noted that this EqlA will remain relevant for future consultation purposes and will be updated in the event new themes are identified.

Pre-consultation analysis of impact for 2025-26

Officers do not consider that any equality impacts arise from its proposed changes for 2025-26, which are not substantive and simply clarify KCC's current processes and policy approach.

Post-consultation analysis of impact for 2025-26

Officers did not identify any additional themes or impacts during the consultation process. Pre-consultation analysis therefore remains unchanged and members should consider this as final when reaching a final policy decision.

Pre-consultation analysis of impact for 2026-27

. Impacts should be considered as affecting both pupils of sixth-form age and adult learners, unless specifically stated. Similarly, impacts are likely to be of greater significance for adult learners, compared to learners of sixth-form age, given that mileage payments are in most instances lower than an equivalent PTB payment. In summary, the main impacts would be as follows:

- The support provided by KCC would be lower than the average cost of transport currently provided. This means it is unlikely that learners would be able to replicate current arrangements solely with the PTB or mileage payment provided
- It is expected that making arrangements for learners to gain access to their place of learning would be more complex than current arrangements, requiring families to play a more active role in deciding the best options given their circumstances. This may negatively impact school attendance where alternative arrangements are not made in similar timescales to KCC provided options. However, there is also some potential that these changes may encourage more efficient opportunities that would otherwise have not been considered.
- Families may need to change their routines to incorporate additional or longer journeys. This may negatively impact work or other commitments that have been possible where KCC took a greater hand in getting their child to their place of learning.
- Learners' transport arrangements may take longer, or they may have to travel further, especially if they may use of public transport instead of more direct options.
- There is some potential that learners may have a reduced access to select schools of their preference. This may have a negative impact on equality of opportunity. However, KCC provided support could still facilitate access to establishments that would otherwise not be accessible.
- In instances where families do not feel they can make, or cannot make, alternative arrangements, changes to transport could result in a learner ceasing to remain in education. When KCC introduced a mandatory contribution for Post 16 transport and adjusted the offer to Adult Learners for the 2024-25 academic year, the overall cohort size

reduced by around 8%, although annual variations could account for some of this disparity. This may also have a negative impact on equality of opportunity.

- The proposals are likely to have a negative impact on the fostering of good relations. KCC has provided a generous offer to learners of sixth-form age and adult learners for many years and it is to be expected that any change will be difficult to accept. The consultation document explained why these changes were provisionally considered necessary.

Post-consultation Impact for 2026/27

As with pre-consultation analysis, impacts should be considered as affecting both pupils of sixth-form age and adult learners, unless specifically stated. Similarly, impacts are likely to be of greater significance for adult learners, compared to learners of sixth-form age, given that mileage payments are in most instances lower than an equivalent PTB payment. More detailed analysis of these findings can be found in the relevant sections below. In summary, the main additional impacts identified during and after the consultation include:

- Post-consultation analysis shows that adult learners travel slightly further on average than learners of sixth form age. This suggests a potential for adult learners to have slightly more complex travel arrangements than learners of sixth form age, which in turn means that they are more likely to be negatively impacted by proposed changes. This could negatively impact attendance, school preference options and complexity of travel arrangements more for this group.
- While it was previously identified that pupils may have to travel longer, or undertake more complex travel arrangements as a result of the proposed changes, consultation analysis highlighted that these pupils are already potentially more likely to undertake longer journeys as a result of the reduced school options available to them, particularly those attending specialist provision. This is likely to compound the impact on those affected by the proposals.
- Consultees highlighted that both groups of learners may face increased safeguarding risks. This could be as a result of travelling in new ways, adapting to change, or the increased chance of engaging with unknown third parties during daily journeys.
- Pupils travelling further distances will be affected differently, due to the differences between the offer available to learners of sixth form age and adult learners.
- Adult learners will face a more complex application process, as they may be required to interact with two organisations to receive the full level of travel support.
- Further analysis of the responding consultation cohort shows that the largest proportion of respondents who disagreed with proposals were aged 41-55, which falls into expected working age ranges. These are likely parents who have conflicting working and child care responsibilities. However, older respondents, who could be grandparents or carers with either formal or informal parental responsibility, may also be negatively affected.
- Negative impacts from proposed changes are more likely to affect families where parents/carers also have SEND.

Insofar this EqIA assesses that protected groups may be placed at a particular disadvantage, officers consider that the proposals are objectively justified so as not to give rise to discrimination. This is because the proposals are pursuing the legitimate aims of promoting independence, rebalancing KCC's approach to this area of transport and financial sustainability to ensure KCC can continue to provide support to all learners, which would otherwise be jeopardised if its current

approach continued. In addition, while most individuals within the relevant two cohorts will have any additional support assessed and provided in different ways, officers consider that this is justified, including in light of the general expectation of growing independence as learners age and mature. Officers additionally consider the proposals are a proportionate means of achieving KCC's objectives, including in light of the mitigations set out in the EqIA below.

Section B – Evidence

9. Do you have data related to the protected groups of the people impacted by this activity? *Answer: Yes/No*

Yes

10. Is it possible to get the data in a timely and cost-effective way? *Answer: Yes/No*

Yes

11. Is there national evidence/data that you can use? *Answer: Yes/No*

Yes

12. Have you consulted with Stakeholders?

Answer: Yes/No

Stakeholders are those who have a stake or interest in your project which could be residents, service users, staff, members, statutory and other organisations, VCSE partners etc.

Yes

13. Who have you involved, consulted and engaged with?

Please give details in the box provided. This may be details of those you have already involved, consulted and engaged with or who you intend to do so with in the future. If the answer to question 12 is 'No', please explain why.

Public consultation took place between 27 January and 23 March 2025

Stakeholders included:

- Parents and guardians of mainstream and SEND pupils
- Pupils
- Schools and further education providers, including governing bodies
- Bus Operators
- District and Borough Councils
- Parish and Town Councils
- Kent PACT
- Parent carer forums
- Information, Advice and Support Kent (IASK)

As part of the public consultation stakeholders were invited to provide their views on this EqIA. This EqIA has been updated to take account of the views of consultees and stakeholders, with additions clearly identified within appropriately titled sections.

14. Has there been a previous equality analysis (EQIA) in the last 3 years? *Answer: Yes/No*

Yes – Post 16 Transport Policy Statement including Post 19 - Public Consultation January-March 2023

15. Do you have evidence/data that can help you understand the potential impact of your activity?

Answer: Yes/No

Yes, we have data regarding the students impacted from the previous policy change in September 2024, monitoring is continuing as the policy imbeds further. Following the consultation, route analyses were completed for learners of sixth form age and adult learners, to deepen the understanding of the likely impact on each cohort, as well as respond to new themes that were identified. These are outlined in the relevant section below.

Uploading Evidence/Data/related information into the App

Note: At this point, you will be asked to upload the evidence/ data and related information that you feel should sit alongside the EQIA that can help understand the potential impact of your activity. Please ensure that you have this information to upload as the Equality analysis cannot be sent for approval without this.

The summary of HTS Cohorts data is available as [an appendix on the webpage](#).

An independent consultation analysis has been undertaken and is provided as an appendix to the Cabinet paper related to these proposals. This includes summaries of the demographic breakdown of respondents to the consultation. Where relevant, sections below have been updated with themes derived from this data.

Section C – Impact

16. Who may be impacted by the activity? Select all that apply.

Service users/clients - *Answer: Yes/No*

Yes

Residents/Communities/Citizens - *Answer: Yes/No*

Yes

Staff/Volunteers - *Answer: Yes/No*

Yes

17. Are there any positive impacts for all or any of the protected groups as a result of the activity that you are doing? Answer: Yes/No

Yes

18. Please give details of Positive Impacts

The policy would ensure:

- Provision of support for learners of sixth-form age and young adult learners remains and offers a range of options to allow continued access to education or training
- Learners of sixth-form age and young adult learners can continue to access education and training provision that may otherwise be inaccessible without KCC provided support.
- Changes would make sure that support can be targeted to those with the highest need in a sustainable manner that does not negatively impact the council's ability to meet its wider statutory duties and provide other services
- Ensures that KCC can continue to provide timely access to a KCC organised vehicle for learners with a statutory entitlement to free school transport (namely those of compulsory school age).
- Independent Travel Training supports young people with learning difficulties and/or disabilities to engage in activities which support outcomes associated with growing independence and can be provided at an earlier point in each child's education as a result of the changes.

The Council recognises that Independent Travel Training has the following immediate benefits for

the student:

- Enables the students to be more independent and use his or her own initiative
- Improves self-confidence
- Enables students to access positive social, educational and professional development activities
- Reduces the student's reliance on family, friends and professionals and builds resilience.
- Helps to improve social skills and maintain relationships
- Can have physical health benefits where the student walks all or part of the way.
- To prepare children for adulthood it is expected that where appropriate, the majority of young people beyond the age of 16 will travel independently to their place of education.

Negative Impacts and Mitigating Actions

The questions in this section help to think through positive and negative impacts for people affected by your activity. Please use the Evidence you have referred to in Section B and explain the data as part of your answer.

19.Negative Impacts and Mitigating actions for Age

a. Are there negative impacts for Age? Answer: Yes/No

(If yes, please also complete sections b, c, and d).

Yes

b. Details of Negative Impacts for Age

Proposals are based on diminishing legal entitlement to free or subsidised transport to education or training that occurs as a learner transitions to Post 16 education and beyond. As such, age presents the most significant factor to these proposals, as younger learners are not included.

While the number of pupils requiring support changes annually, as a result of normal shifting pupil demographics, there are currently the following number of learners receiving transport support by KCC which would be different if they were considered against the proposed policy:

850 Learners of sixth-form age

621 Adult learners (i.e. those aged 19-25)

Under the proposed policy, all 850 learners of sixth form age would continue to receive direct support from KCC. However, this would range from £1,400-£4,700 of direct funding dependent on their personal circumstances. In most instances these learners of sixth-form age currently are provided access to a vehicle that is organised and paid for by KCC, following a contribution ranging from £300-£600 per annum.

As KCC's proposals would expect the 621 adult learners to seek support from their provider's 16-19 Bursary fund before requesting support from KCC, it is likely that most would be negatively affected by the proposals, as most currently receive access to a vehicle that is organised and paid for by KCC and a mileage payment is unlikely to offer a similar level of support. However, in reaching the decision to require learners to first request this support, KCC was mindful that this government provided fund is identified and intended to support learners in this manner. By contrast, KCC receives no direct funding to provide support to young adult learner's transport arrangements. KCC therefore considers it appropriate for learners to seek access to these dedicated funds and for it to be cognisant of these application outcomes before further funding is provided. KCC would only decline to provide a young adult learner with additional support if these applications evidence that further support is not necessary.

Impacts listed below should be considered as affecting both pupils of sixth-form age and adult learners, unless specifically stated. Similarly, impacts are likely to be of greater significance for adult learners, compared to learners of sixth-form age, given that mileage payments are in most instances lower than an equivalent PTB payment.

In summary, the main anticipated impacts on individuals from these two age groups would be as follows:

- The support provided by KCC would be lower than the average cost of transport currently provided. This means it is unlikely that learners would be able to replicate current arrangements solely with the PTB or mileage payment provided
- It is expected that making arrangements for learners to gain access to their place of learning would be more complex than current arrangements, requiring families to play a more active role in deciding the best options given their circumstances. This may negatively impact school attendance where alternative arrangements are not made in similar timescales to KCC provided options. However, there is also some potential that these changes may encourage more efficient opportunities that would otherwise have not been considered.
- Families may need to change their routines to incorporate additional or longer journeys. This may negatively impact work or other commitments that have been possible where KCC took a greater hand in getting their child to their place of learning.
- Learners' transport arrangements may take longer, or they may have to travel further, especially if they may use of public transport instead of more direct options.
- There is some potential that learners may have a reduced access to select schools of their preference, however, KCC provided support could still facilitate access to establishments that would otherwise not be accessible.
- In instances where families do not feel they can, or cannot, make alternative arrangements, changes to transport could result in a learner ceasing to remain in education. When KCC introduced a mandatory contribution for Post 16 transport and adjusted the offer to Adult Learners for the 2024-25 academic year, the overall cohort size reduced by around 8%, although annual variations could account for some of this disparity.

Post-consultation analysis

KCC continued to monitor and analyse potential impacts on learners on the basis of their age, including on the basis of consultation responses. Further potential impacts include:

- While it was previously identified that pupils' attendance may be negatively impacted as a result of proposed changes, Officers sought to better understand how this may impact individual learners. As learners may balance any number of factors when deciding whether to continue into further stages of education, it is not possible to fully predict how the proposed changes may impact this decision making process. However, it can be assumed that those learners who are travelling further are more likely to find continued education less viable in the event the level of transport support changes, as the increased distance will likely increase the complexity of alternative arrangements. It is acknowledged that this may not be universal, as some pupils travelling longer distances may have access to more simple options, or conversely, shorter distances may still provide unique challenge, but on balance longer journeys are likely to be more challenging to learners accustomed to KCC provided vehicles.

While more granular analysis in one mile sections are included in the appendices, an overview of grouped journeys for learners of sixth form age and for adult learners shows the following:

Learners of sixth form age currently provided KCC transport support		Adult Learners currently provided KCC transport support	
Distance	Percentage of travelling Cohort	Distance	Percentage of travelling Cohort
0-5 Miles	20.60%	0-5 Miles	14.46%
5-10 Miles	27.41%	5-10 Miles	26.16%
10-15 Miles	20.17%	10-15 Miles	19.45%
15-20 Miles	16.48%	15-20 Miles	23.41%
20-25 Miles	8.10%	20-25 Miles	6.88%
25-30 Miles	2.70%	25-30 Miles	4.65%
30-35 Miles	1.42%	30-35 Miles	2.41%
35-40 Miles	0.85%	35-40 Miles	0.52%
40+ Miles	2.27%	40+ Miles	2.07%

This analysis suggests that adult learners are slightly more likely to be negatively impacted by these changes, as around 30% of learners of sixth form age travel over 15 miles to their place of learning, compared to around 40% for adult learners.

- In an effort to better understand the potential impact on learner attendance and potential cost-shunt to other KCC departments, Officers identified the behaviours of pupils who ceased to receive direct transport support following the policy revisions consulted on in 2023 and implemented in 2025. These changes introduced a new qualifying criteria for Adult Learners, which ceased provision of transport to most learners in the event they repeated a course of the same level or similar to one which they had completed previously. KCC saw a reduction in applications for this year group of roughly 8% following these changes, although this cannot necessarily be directly attributed to the changes themselves, as cohort sizes do fluctuate each year. These pupils ceased to be entitled to any support rather than the offered level of support changing, which was likely a more disruptive adjustment to those proposed in this policy. As such, it is not anticipated that these proposed changes are likely to have a larger impact than those analysed below.

621 adult learners were provided transport support under the new policy. However, Officers identified 24 adult learners who were refused transport following those changes. An analysis of these learners allows us to identify how policy changes impacted their decision to continue to engage in education, which can inform our expectations around new proposals. Of the total refused cohort, five of these adult learners requested equivalent transport from social care, of which, four were agreed at an annual cost of £100,105. Five adult learners requested direct payments to support alternative arrangements including funding personal assistants and/or their own transport arrangements. Social care agreed to all five of these requests at an annual cost of £140,011. Two of the 24 learners took the decision to move to alternative learning providers that they could more easily access. One learner made the decision to cease their education as a result of the lack of transport support. The remaining learners continued to access their place of learning in spite of the policy changes.

Officers consider that as proposed changes are not as significant as the introduction of new qualifying criteria, it is not unreasonable to expect a similar profile of impact under the new proposed policy. However, as it is not possible to accurately predict future behaviour of a cohort of pupils that may change considerably between now and the implementation of this proposed policy, Officers will keep under review the impacts of the changes once they are implemented

- Similarly, the analysis above provides additional contextual information to consider how increased travel complexity may impact learners. In particular, families are more likely to be unable, or feel unable, to support with travel arrangements the longer the young person's journey to the learning provider or place of training.
- It is also relevant to consider how the proposed funding arrangements will support learners in the two different age cohorts. For learners of sixth form age, consideration should be given to the impact on longer journeys on those learners receiving the highest level PTB. The longer the journey that individual learners face, the more strained that those finite funds will become. However, when considering adult learners, thought should be given to the fact that mileage payments will increase in parallel with journeys, even if initial funding levels are likely to start lower as they are based on a per mile payment. The uncapped and distance specific nature of the mileage payment scheme will mitigate some of the impact of adult learners traveling further.
- Adult learners will face a more complex application process, as they may be required to interact with two organisations to receive the full level of travel support.
- While it was previously identified that pupils may have to travel longer, or undertake more complex travel arrangements as a result of the proposed changes, consultation analysis highlighted that these pupils are already potentially more likely to undertake longer journeys as a result of the reduced school options available to them, particularly those attending specialist provision. This is likely to compound the impact on those affected by the proposals.
- Consultees highlighted that both groups of learners may face increased safeguarding risks. This could be as a result of travelling in new ways, adapting to change, or the increased chance of engaging with unknown third parties during daily journeys.
- Pupils travelling further distances will be affected differently, due to the differences between the offer available to learners of sixth form age and adult learners.
- The pre-consultation analysis identified that families could be negatively affected by more complex travel arrangements in a number of ways. Further analysis of the responding consultation cohort shows that the largest proportion of respondents who disagreed with proposals were aged 41-55, which falls into expected working age ranges. These are likely parents who have conflicting working and child care responsibilities. However, older respondents, who could be grandparents or carers with either formal or informal parental responsibility, may also be negatively affected.

c. Mitigating Actions for Age

It is not possible to entirely mitigate the impact of this change for all the affected young people and their families/carers. However the following elements would minimise the impact as much as possible while allowing the policy to achieve its objectives:

All applicants will have an opportunity to submit a formal request to the Assistant Direct – Fair Access for exceptional arrangements beyond those outlined within the policy's defined offer. Applicants will not be limited in what alternative arrangements they can request consideration for. This means there is potential for suitable arrangements to all applicants that can evidence

exceptional need. It is anticipated however that the vast majority of those receiving additional support from KCC will receive a PTB/mileage payment.

In all instances, including those where a formal request for exceptional arrangements is not agreed, applicants will retain the right of independent appeal to KCC's Transport Regulation Committee Appeals Panel. This provides an opportunity for Member of that panel to make their own exceptional decisions regarding individual's transport arrangements.

KCC is consulting roughly 18 months before the proposals may be implemented, to allow families to consider the implications on their future plans. This will allow learners to make plans for these stages of education with a full understanding of the level of support that will be available.

Where adult learners are not eligible for support as a result of having received support from the 16-19 Bursary Fund, the latter support will be in place, as an alternative to KCC provided support. Where support is not provided from the 16-19 Bursary Fund, KCC will consider whether there is sufficient evidence to provide its own support, in the form of a mileage payment.

A Communications Plan will ensure parents/carers and learners understand the changes and are therefore able to plan accordingly.

Earlier provision of travel training by KCC will reduce the number of pupils that continue to require support in later stages of their education.

While proposals would reduce the level of support that learners could receive when compared to historic policies, they would continue to receive a greater level of support compared to other students of a similar age.

Post-consultation mitigations

KCC continued to monitor and analyse potential impacts on learners and their families/carers on the basis of their age. Further potential mitigations include the following:

- It was identified that adult learners are more likely to travel further to their place of education than learners of sixth form age. Government provided 16 to 19 Bursary is in place to provide support to both groups of learners to overcome barriers to education. It is therefore more likely that adult learners travelling further would be able to secure additional support to reduce the impact of this difference, as their longer journeys are more likely to be seen to require support from providers.
- Where KCC provides a mileage payment for adult learners, it will be based on their physical journey to their place of learning, without distance caps. As such, those travelling further are likely to receive a greater level of support from KCC.
- As has previously identified, the policy continues to provide further support options for learners with exceptional circumstances, as well as access to an independent Member based appeals process, which will mitigate against those cases where KCC's standard offer of additional financial support continues to remain insufficient to meet that learner's unique needs.
- While adult learners may be required to navigate a more complex application process, should they need to seek support from both KCC and their place of learning, most learners

should receive their education setting information a least 5 months before the start of the new academic year, increasing the available time for these tasks to be completed.

It should be noted that KCC fulfilled 58.4% of Post 16 Phase Transfer decisions by the statutory deadline in 2025, which will impact the time available to learners to subsequently apply. However, around 2 months later, this had risen to over 80%. While future delivery is currently unknown, KCC's current delivery can be considered against its historic delivery, to give an indication of how likely it is to improve before the new policy could be implemented in 2027. In 2023, KCC made fewer than 25% of decisions by required timescales, with this number increasing to 36.7% in 2024. It therefore remains probable that numbers should continue to improve as wider SEN reforms embed.

- The proposed policy has been amended post-consultation to allow for KCC to work with settings to deliver bespoke, school led transport options for pupils and students on their roll. This will enable schools to organise the transport necessary for their learners, and it is anticipated that take-up of this type of arrangement by providers is more likely in rural or less accessible locations, whose pupils and students are likely to be more affected by KCC's proposals.

d. Responsible Officer for Mitigating Actions - Age

Craig Chapman Assistant Director Fair Access and (Interim) SEN Processes

20. Negative Impacts and Mitigating actions for Disability

a. Are there negative impacts for Disability? Answer: Yes/No

(If yes, please also complete sections b, c, and d).

Yes

b. Details of Negative Impacts for Disability

The majority of the young people that currently receive additional support under KCC's existing policy would have a disability and would therefore fall under this protected characteristic.

While the number of pupils requiring support changes annually, as a result of normal shifting pupil demographics, there are currently the following number of learners receiving transport support provided by KCC which would be different if they were considered against the proposed policy:

- 850 Learners of sixth-form age. 833 of these have an EHCP. 2 individuals receive SEN support but no EHCP. 13 individuals for whom KCC arranges transport do not have an EHCP or receive SEN support. The fact that an individual has an EHCP does not mean that they have a disability but this is likely to be true in the majority of cases.
- 621 Adult learners. 604 of these have an EHCP. 14 individuals for whom KCC arranges transport do not have an EHCP or a special educational need. 3 individuals' SEN/EHCP status could not be identified within existing datasets, which suggest they too are unlikely to have either.

Under the proposed policy, all 850 learners of sixth form age would continue to receive direct support from KCC. However, this would range from £1,400-£4,700 of direct funding dependent on their personal circumstances. In most instances these learners of sixth-form age currently are provided access to a vehicle that is organised and paid for by KCC, following a contribution ranging from £300-£600 per annum.

As KCC's proposals would expect the 621 adult learners to seek support from their provider's 16-19 Bursary fund before requesting support from KCC, it is likely that most would be negatively

affected by the proposals, as most currently receive access to a vehicle that is organised and paid for by KCC and a mileage payment is unlikely to offer a similar level of support. However, in reaching the decision to require learners to first request this support, KCC was mindful that this government provided fund is identified and intended to support learners in this manner. By contrast, KCC receives no direct funding to provide support to young adult learner's transport arrangements. KCC therefore considers it appropriate for learners to seek access to these dedicated funds and for it to be cognisant of these application outcomes before further funding is provided. KCC would only decline to provide a young adult learner with additional support if these applications evidence that further support is not necessary.

Impacts listed below should be considered as affecting both pupils of sixth-form age and adult learners, unless specifically stated. Similarly, impacts are likely to be of greater significance for adult learners, compared to learners of sixth-form age, given that mileage payments are in most instances lower than an equivalent PTB payment.

In summary, the main anticipated impacts on disabled individuals who currently receive support in the form of transport arrangements would be as follows:

- The support provided by KCC would be lower than the average cost of transport currently provided. This means it is unlikely that learners would be able to replicate current arrangements solely with the PTB or mileage payment provided. Pupils with disabilities may be less able to adjust to changes in existing transport, or require a longer period of preparation to do so.
- It is expected that making arrangements for learners to gain access to their place of learning would be more complex than current arrangements, requiring families to play a more active role in deciding the best options given their circumstances. This may negatively impact school attendance where alternative arrangements are not made in similar timescales to KCC provided options. However, there is also some potential that these changes may encourage more efficient opportunities that would otherwise have not been considered.
- Managing these more complex arrangements may be more challenging for families with affected learners with disabilities, as it is likely that their base transport requirements are already more complex than those for learners without disabilities. Impacts will vary for each individual learner, including based on the nature of their specific difficulties. However, transitioning to different arrangements can be a source of difficulty for some learners as a result of their need. Some pupils may require additional support to understand how and why their transport arrangements are change, or may struggle to manage this changes in spite of this support. Learners with physical requirements that are current supported by provided vehicles may have difficulty in securing similar alternatives. Families will have strategies in place to support other transportation needs outside of education, but the application of these methods may be complicated by the next identified impact.
- Families may need to change their routines to incorporate additional or longer journeys. This may negatively impact work or other commitments that have been possible where KCC took a greater hand in getting their child to their place of learning.
- Learners' transport arrangements may take longer, or they may have to travel further, especially if they may use of public transport instead of more direct options. Dependent on each learner's disabilities, there may be a greater negative impact due to these changes. It may also be possible that public transport options are less suitable.
- There is some potential that learners may have a reduced access to select schools of their preference. However, KCC provided support could still facilitate access to establishments that would otherwise not be accessible.

- In instances where families do not feel or cannot make alternative arrangements, changes to transport could result in a learner ceasing to remain in education. The proposed policy ensures that pupils that start courses before their 19th birthday will continue to be provided support until this has been completed. This identifies that learners with SEND may require additional time to complete Post 16 course. Beyond this point, while learners may chose to continue to remain in education, there is no statutory expectation that transport should continue to be provided, although KCC's proposed policy will still ensure that support is provided to those whose disability would otherwise create a barrier. When KCC introduced a mandatory contribution for Post 16 transport and adjusted the offer to Adult Learners for the 2024-25 academic year, the overall cohort size reduced by around 8%, although annual variations could account for some of this disparity.

Post-consultation analysis

KCC continued to monitor and analyse potential impacts on learners on the basis of their disability. Further potential impacts include:

- While it was previously identified that pupils may have to travel longer, or undertake more complex travel arrangements as a result of proposed changes, consultation analysis highlighted that these pupils are already potentially more likely to undertake longer journeys as a result of the reduced school options available to them, particularly those attending specialist provision. This is likely to compound the impact on those affected by the proposals.

While more granular analysis in one mile sections are included in the appendices, an overview of grouped journeys for learners of sixth form age and for adult learners shows the following:

Learners of sixth form age currently provided KCC transport support		Adult Learners currently provided KCC transport support	
Distance	Percentage of travelling Cohort	Distance	Percentage of travelling Cohort
0-5 Miles	20.60%	0-5 Miles	14.46%
5-10 Miles	27.41%	5-10 Miles	26.16%
10-15 Miles	20.17%	10-15 Miles	19.45%
15-20 Miles	16.48%	15-20 Miles	23.41%
20-25 Miles	8.10%	20-25 Miles	6.88%
25-30 Miles	2.70%	25-30 Miles	4.65%
30-35 Miles	1.42%	30-35 Miles	2.41%
35-40 Miles	0.85%	35-40 Miles	0.52%
40+ Miles	2.27%	40+ Miles	2.07%

This outlines that nearly 70% of learners of sixth form age and just over 60% of adult learners travel between 0 and 15 miles to reach their learning establishment. As KCC does not provide transport support to learners without SEND, there is no comparable dataset on which to compare these travel patterns with mainstream learners. The fact that mainstream learners receive no direct support from KCC other than access to a discounted Kent 16+ Travel Saver reflects the fact that learners with disabilities are supported to higher level than those without.

- In an effort to better understand the potential impact on learner attendance and potential cost-shunt to other KCC departments, Officers identified the behaviours of pupils who ceased to receive direct transport support following the policy revisions consulted on in 2023 and implemented in 2025. These changes introduced a new qualifying criteria for Adult Learners, which ceased provision of transport to most learners in the event they repeated a course of the same level or similar to one which they had completed previously. KCC saw a reduction in applications for this year group of roughly 8% following these changes, although this cannot necessarily be directly attributed to the changes themselves, as cohort sizes do fluctuate each year. These pupils ceased to be entitled to any support rather than the offered level of support changing, which was likely a more disruptive adjustment to those proposed in this policy. As such, it is not anticipated that these proposed changes are likely to have a larger impact than those analysed below.

621 adult learners were provided transport support under the new policy. However, Officers identified 24 adult learners who were refused transport following those changes. An analysis of these learners allows us to identify how policy changes impacted their decision to continue to engage in education, which can inform our expectations around new proposals. Of the total refused cohort, five of these adult learners requested equivalent transport from social care, of which, four were agreed at an annual cost of £100,105. Five adult learners requested direct payments to support alternative arrangements including funding personal assistants and/or their own transport arrangements. Social care agreed to all five of these requests at an annual cost of £140,011. Two of the 24 learners took the decision to move to alternative learning providers that they could more easily access. One learner made the decision to cease their education as a result of the lack of transport support. The remaining learners continued to access their place of learning in spite of the policy changes.

Officers consider that as proposed changes are not as significant as the introduction of new qualifying criteria, it is not unreasonable to expect a similar profile of impact under the new proposed policy. However, as it is not possible to accurately predict future behaviour of a cohort of pupils that may change considerably between now and the implementation of this proposed policy, Officers will keep under review the impacts of the changes once they are implemented

- Consultees highlighted that both groups of learners may face increased safeguarding risks. This could be as a result of travelling in new ways, adapting to change, or the increased chance of engaging with unknown third parties during daily journeys.
- Adult learners will face a more complex application process, as they may be required to interact with two organisations to receive the full level of travel support. This may be more challenging for individuals with disabilities, including learning disabilities.
- Negative impacts from proposed changes are more likely to affect families where parents/carers also have SEND.

c. Mitigating Actions for Disability

It is not possible to entirely mitigate the impact of this change for all the affected young people and their families/carers. However the following elements will minimise the impact as much as possible:

KCC will continue to have regard to an applicant's SEND, or the fact that an applicant has EHCP, in considering whether it is necessary to provide additional support.

All applicants will have an opportunity to submit a formal request to the Assistant Direct – Fair Access for exceptional arrangements beyond those outlined within the policy's defined offer. Applicants will not be limited in what alternative arrangements they can request consideration for. This means there is potential for suitable arrangements to all applicants that can evidence exceptional need. It is anticipated however that the vast majority of those receiving additional support from KCC will receive a PTB/mileage payment.

In all instances, including those where a formal request for exceptional arrangements is not agreed, applicants will retain the right of independent appeal to KCC's Transport Regulation Committee Appeals Panel. This provides an opportunity for Member of that panel to make their own exceptional decisions regarding individual's transport arrangements.

KCC is consulting roughly 18 months before the proposals may be implemented, to allow families to consider the implications on their future plans. This will allow learners to make plans for these stages of education with a full understanding of the level of support that will be available.

A Communications Plan will ensure parents/carers and learners understand the changes and are therefore able to plan accordingly.

Earlier provision of travel training by KCC will reduce the number of pupils that continue to require support in later stages of their education. This is particularly important for those with disabilities which may affect an individual's ability to transition to different travel arrangements as it increases the timescale in which adjustments can be made

While proposals would reduce the level of additional support that learners could receive when compared to historic policies, they would continue to receive a significantly greater level of support compared to other students of a similar age.

Post-consultation mitigations

KCC continued to monitor and analyse potential impacts on learners and their families/carers on the basis of their disability. Further potential mitigations include the following:

- While concerns were raised around the transition from KCC provided transport providers and associated DBS checks, all registered providers of third party transport are required to ensure that their employees receive Enhanced DBS checks, minimising this perceived risk.
- As has previously identified, the policy continues to provide further support options for learners with exceptional circumstances, as well as access to an independent Member based appeals process, which will mitigate against those cases where KCC's standard offer of additional financial support continues to remain insufficient to meet that learner's unique needs.
- While adult learners may be required to navigate a more complex application process, should they need to seek support from both KCC and their place of learning, most learners should receive their education setting information a least 5 months before the start of the new academic year, increasing the available time for these tasks to be completed.

It should be noted that KCC fulfilled 58.4% of Post 16 Phase Transfer decisions by the statutory deadline in 2025, which will impact the time available to learners to subsequently apply. However, around 2 months later, this had risen to over 80%. While future delivery is currently unknown, KCC's current delivery can be considered against its historic delivery, to give an indication of how likely it is to improve before the new policy could be implemented in 2027. In 2023, KCC made fewer than 25% of decisions by required timescales, with this number increasing to 36.7% in 2024. It therefore remains probable that numbers should continue to improve as wider SEN reforms embed.

- The proposed policy has been amended post-consultation to allow for KCC to work with settings to deliver bespoke, school led transport options for pupils and students on their roll. This will enable schools to organise the transport necessary for their learners, and it is anticipated that take-up of this type of arrangement by providers is more likely in rural or less accessible locations, whose pupils and students are likely to be more affected by KCC's proposals.

d. Responsible Officer for Mitigating Actions - Disability

Assistant Director Fair Access and (Interim) SEN Processes

21. Negative Impacts and Mitigating actions for Sex

a. Are there negative impacts for Sex? Answer: Yes/No

(If yes, please also complete sections b, c, and d).

No

b. Details of Negative Impacts for Sex

Our analysis indicates that a greater proportion of the identified student base are males. 66.5% of the 850 learners of sixth-form age for whom KCC currently makes transport arrangements and 64.1% of the 621 young adult learners for whom KCC currently makes transport arrangements are male. It is important to consider this against the whole cohort of pupils that are more likely to receive additional support under the current policy, namely those with an EHCP. Within these age ranges, 71% are male. As such, this is indicative of the demographics of the wider cohort rather than it suggesting that males are more likely to require specific transport arrangements.

While a larger proportion of the cohort are males, there is no data to suggest that individual males are more likely to be affected by the changes than individual female travellers.

Post-Consultation analysis

While males represented the majority of respondents to the consultation (49%) in line with pre-consultation themes, a significant proportion declined to provide KCC with their sex (36%). No specific sex based themes were identified in consultation or EqlA responses. As such, there is no further analysis in this section.

c. Mitigating Actions for Sex

N/A

d. Responsible Officer for Mitigating Actions - Sex

22. Negative Impacts and Mitigating actions for Gender identity/transgender

a. Are there negative impacts for Gender identity/transgender? Answer: Yes/No

(If yes, please also complete sections b, c, and d).

KCC has no current expectation that learners within this demographic are more or less likely to be affected by proposals.
b. Details of Negative Impacts for Gender identity/transgender
N/A
c. Mitigating actions for Gender identity/transgender
N/A
d. Responsible Officer for Mitigating Actions - Gender identity/transgender
N/A
23. Negative Impacts and Mitigating actions for Race
a. Are there negative impacts for Race? Answer: Yes/No (If yes, please also complete sections b, c, and d).
No
b. Details of Negative Impacts for Race
<p>Our analysis indicates that a greater proportion of the identified student base are from white or white British backgrounds. Analysis was targeted to cases where KCC had recorded ethnicity. 83.9% of the 850 learners of sixth-form age for whom KCC currently makes transport arrangements and 80.3% of the 621 young adult learners for whom KCC currently makes transport arrangements are from white or white British backgrounds. It is important to consider this against the whole cohort of pupils that are more likely to receive additional support under the current policy, namely those with an EHCP. Within these age ranges, 80.1% are from white and white British backgrounds. As such, this is indicative of the demographics of the wider cohort rather than it suggesting that males are more likely to require specific transport arrangements.</p> <p>While a larger proportion of the cohort are white or white British, there is no data to suggest that individual learners within these categories are more likely to be affected by the changes than individual travellers of other ethnic backgrounds. Cohorts of pupils with other ethnicities are too small in sample size to complete a statistically significant analysis.</p> <p>Post-Consultation analysis</p> <p>While respondents with White English, Scottish, Welsh, Northern Irish or British backgrounds represented the majority of replies to the consultation (60%) in line with pre-consultation themes, a significant proportion declined to provide KCC with their ethnicity (39%). No specific ethnicity based themes were identified in consultation or EqlA responses. As such, there is no further analysis in this section.</p>
c. Mitigating Actions for Race
N/A
d. Responsible Officer for Mitigating Actions – Race
Assistant Director Fair Access and (Interim) SEN Processes
24. Negative Impacts and Mitigating actions for Religion and belief
a. Are there negative impacts for Religion and Belief? Answer: Yes/No (If yes, please also complete sections b, c, and d).
Yes
b. Details of Negative Impacts for Religion and belief
The existing and future both policy allow for consideration as to whether reasons relating to religion or belief mean that use of the Kent 16+ Travel Saver pass is not practicable for individual learners. In these circumstances, officers can consider to provide additional support. While this

criterion will not change, the nature of support will reflect the new default offer of a PTB or mileage payment, other than in exceptional circumstances.

KCC does not currently provide any pupils support under this criterion, as a result of a lack of requests for consideration. However, this may change at any point, so an analysis of potential future impact has still been completed.

In summary, the main anticipated impacts are:

- The support provided by KCC would be lower than the average cost of transport currently provided. This means any future support may be lower than under the currently policy. However, as no learners current qualify for support, this impact would be limited to new travellers, who would still receive support from KCC in addition to that which a learner without a clear religious or belief based could expect.
- It is expected that making arrangements for learners to gain access to their place of learning would be more complex than current arrangements, requiring families to play a more active role in deciding the best options given their circumstances. This may negatively impact school attendance where alternative arrangements are not made in similar timescales to KCC provided options. However, there is also some potential that these changes may encourage more efficient opportunities that would otherwise have not been considered.
- Families may need to change their routines to incorporate additional or longer journeys. This may negatively impact work or other commitments that have been possible where KCC took a greater hand in getting their child to their place of learning.
- Learners' transport arrangements may take longer, or they may have to travel further, especially if they may use of public transport instead of more direct options. Dependent on each learner's disabilities, there may be a greater negative impact due to these changes. It may also be possible that public transport options are less suitable.
- There is some potential that learners may have a reduced access to select schools of their preference. However, KCC provided support could still facilitate access to establishments that would otherwise not be accessible.

c. Mitigating Actions for Religion and belief

It is not possible to entirely mitigate the impact of this change for all the affected young people and their families/carers. However the following elements will minimise the impact as much as possible:

KCC will continue to have regard to an applicant's religion or beliefs in considering whether it is necessary to provide additional support.

All applicants will have an opportunity to submit a formal request to the Assistant Direct – Fair Access for exceptional arrangements beyond those outlined within the policy's defined offer. Applicants will not be limited in what alternative arrangements they can request consideration for. This means there is potential for suitable arrangements to all applicants that can evidence exceptional need. It is anticipated however that the vast majority of those receiving additional support from KCC will receive a PTB/mileage payment.

In all instances, including those where a formal request for exceptional arrangements is not agreed, applicants will retain the right of independent appeal to KCC's Transport Regulation Committee Appeals Panel. This provides an opportunity for Member of that panel to make their own exceptional decisions regarding individual's transport arrangements.

KCC is consulting roughly 18 months before the proposals may be implemented, to allow families to consider the implications on their future plans. This will allow learners to make plans for these stages of education with a full understanding of the level of support that will be available.

A Communications Plan will ensure parents/carers and learners understand the changes and are therefore able to plan accordingly.

While proposals would reduce the level of additional support that learners could receive when compared to historic policies, they would continue to receive a significantly greater level of support compared to other students of a similar age.

d. Responsible Officer for Mitigating Actions - Religion and belief

Assistant Director Fair Access and (Interim) SEN Processes

25. Negative Impacts and Mitigating actions for Sexual Orientation

a. Are there negative impacts for sexual orientation. Answer:

Yes/No (If yes, please also complete sections b, c, and d).

Based on data collected during the consultation, KCC has no current expectation that learners within this demographic are more or less likely to be affected by proposals.

b. Details of Negative Impacts for Sexual Orientation

N/A

c. Mitigating Actions for Sexual Orientation

N/A

d. Responsible Officer for Mitigating Actions - Sexual Orientation

N/A

26. Negative Impacts and Mitigating actions for Pregnancy and Maternity

a. Are there negative impacts for Pregnancy and Maternity? Answer: Yes/No

(If yes, please also complete sections b, c, and d).

Based on data collected during the consultation, KCC has no current expectation that learners within this demographic are more or less likely to be affected by proposals.

b. Details of Negative Impacts for Pregnancy and Maternity

N/A

c. Mitigating Actions for Pregnancy and Maternity

N/A

d. Responsible Officer for Mitigating Actions - Pregnancy and Maternity

N/A

27. Negative Impacts and Mitigating actions for marriage and civil partnerships

a. Are there negative impacts for Marriage and Civil Partnerships? Answer:

Yes/No

(If yes, please also complete sections b, c, and d).

Based on data collected during the consultation, KCC has no current expectation that learners within this demographic are more or less likely to be affected by proposals.

b. Details of Negative Impacts for Marriage and Civil Partnerships

N/A

c. Mitigating Actions for Marriage and Civil Partnerships

N/A

d. Responsible Officer for Mitigating Actions - Marriage and Civil Partnerships

N/A
28. Negative Impacts and Mitigating actions for Carer's responsibilities
a. Are there negative impacts for Carer's responsibilities? Answer: Yes/No <i>(If yes, please also complete sections b, c, and d).</i>
Based on data collected during the consultation, KCC has no current expectation that learners within this demographic are more or less likely to be affected by proposals.
b. Details of Negative Impacts for Carer's Responsibilities
N/A
c. Mitigating Actions for Carer's responsibilities
N/A