

Equality Impact Assessment

When completing this Equality Impact Assessment, please refer to the accompanying guidance document available on the intranet [here](#).

Part 1: Basic details

Project title	Home to School Transport
Is this a new or existing document/service?	Proposed changes to existing services
Responsible officer	Tracey Lawrence
Job title	SEN Programme Manager
Contact no.	07557 587167
Team	Education Team
Service	Children's Services
Business Unit	Children's Social Care & Learning
Date started	September 2018 (Updated 30 Jan 2019)
Date completed	Final assessment date following updates through development

Part 2: Purpose and Objectives

2.1	What is the purpose of the project or change?	<p>Increased demand for home to school transport is creating significant budget pressures and the Council continues to exceed the planned budget even with changes to practice and improving earlier access to schools. The increase in population growth, as well as cuts in government funding, have made the current position unsustainable.</p> <p>The Council currently provides over and above the statutory transport requirement and therefore the purpose of this project is to review current practice and implement changes in line with the resource available, while also ensuring statutory duties are met.</p> <p>Revising the current offer also presents an opportunity to support more young people to travel independently in line with current policy.</p>
2.2	What are the key objectives of the project or change?	<p>The objective of the project is to review and update the Home to School Transport Policy leading to changes in delivery.</p> <p>The review will have a particular focus on the 4 areas listed below:</p> <ul style="list-style-type: none"> • SEN Post 16 Free Transport. • Paid-for Transport. • Evreham Promise. • Ivinghoe Promise.

		<p>The drivers underpinning the work include:</p> <ul style="list-style-type: none"> • Financial Sustainability - The current financial position is unsustainable. The cost for transport continues to exceed the planned budget due to increasing demand and pressures against current policy provision. It is important that the Council ensures that children and young people in Buckinghamshire are able to access high quality and sustainable services. • Promoting Independence - The Council is committed to fulfilling its statutory duties in accordance with the Children and Families Act 2014 and the Care Act 2014. Young people need to be adequately prepared for adulthood by encouraging and enabling them to access education, as well as develop their independence. • Environment – The effects of growth on our environment need to be mitigated by introducing and implementing environmental laws and fostering good practice. Tackling air pollution and concentrating on improving air quality and cleaner transport, as well as lowering pollutants, are key elements of the Sustainable Modes of Transport Strategy.
2.3	Which other functions, services or policies may be impacted?	<ul style="list-style-type: none"> • School Bus Networks • Public Bus Networks • Further Education (FE) College Transport
2.4	Who are the main stakeholders impacted by this project or change?	<p>The main stakeholders who will be impacted by the proposed revisions to the Home to School Transport Policy and Post 16 Transport Policy Statement are those children and young people who are currently accessing 'paid-for' transport, post 16 SEN pupils aged 16-19 (and up to 25 years they started their course before aged 19), and pupils receiving free transport in the Evreham and Ivinghoe regions as a result of historic transport agreements, although children receiving free school transport may be affected as alternative modes of transport are utilised.</p>
2.5	Which other stakeholders may be affected by this project or change?	<p>Stakeholders who may be affected include:</p> <ul style="list-style-type: none"> • Parents/carers • Schools and colleges • Transport providers <p>Feedback from respondents is available in the consultation report.</p>

Part 3: Data and Research

<p>3.1</p>	<p>What data and research has been used to inform this assessment?</p>	<p>Demographic data</p> <p>Buckinghamshire has a total population of approximately 534,700. 30% of the population is aged 0-24 years, slightly higher than the South East (24%). The population overall has increased by 29,400 (4.6%) from 2011 to 2016 and is projected to increase by 107,200 (20%) from 2015 to 2039.</p> <p>Although a largely rural or semi-rural county, a quarter of residents live within the towns of Aylesbury and High Wycombe. A third of residents live in rural areas, compared to 20% across the South East (ONS Mid-Year Estimates 2015).</p> <p>Approximately 122,200 children and young people under the age of 18 years live in Buckinghamshire. This is 22.9% of the total population in the area (534,700 people), which is slightly above the English average of 21.3%. Currently, the population aged 0-19 tends to be clustered to the South of Buckinghamshire in Wycombe, Chiltern and South Buckinghamshire. There are fewer young people in the more rural areas. By 2031, Aylesbury and Wycombe will be home for 70% of 0-19 year olds.</p> <p>To accommodate the rising population in the County, significant housing development is anticipated in Buckinghamshire. From 2013 – 2033 it is estimated that there is a need for 9,600 affordable homes and 15,000 top of the range dwellings across Buckinghamshire. The majority of new house builds will be around Aylesbury and High Wycombe and around the northern County border with Milton Keynes.</p> <p>The drivers of population growth among children and young people in Buckinghamshire are mainly due to:</p> <ul style="list-style-type: none"> • Births - Between 6,000 to 6,300 births annually (birth rates are higher in the most deprived 20% of Buckinghamshire; 72 births compared to 62 average births per 1,000 women in Buckinghamshire). • Migration - Families with young children and adults often move to Buckinghamshire, and a large proportion of young people aged 15 -19 years leave the County. • Housing growth - Latest estimates suggest that the population of Buckinghamshire is 534,700. 30% of the population are aged 0-24 years, which is slightly higher than for the south east region (24%). • Deprivation - Deprivation is often linked to higher levels of need within communities around the County. It is used as an indicator of need, and although it is not the only predictor for actual need in the community, it is regarded as a substantial contributing factor. <p>Buckinghamshire is the second least deprived county in England according to the 2015 Indices of Multiple Deprivation (IMD). At a district level, Chiltern district is the third least deprived local authority (out of 326 local authorities) in England, and the least deprived in Buckinghamshire, ahead of South Bucks (25th least deprived), Wycombe (34th) and Aylesbury Vale (44th). Nevertheless, there are pockets of more significant deprivation in some localities within the County.</p>
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The most deprived Buckinghamshire residents are situated in Aylesbury and High Wycombe. Aylesbury Vale is the only district with areas in Rank 2, the worst rank for Buckinghamshire for overall deprivation. These areas are Quarrendon and Southcourt.

Profile of SEND pupils

There are approximately 4,000 children and young people with SEND who are supported by the Council, most of whom are placed within Buckinghamshire. 200 children are placed out of county, 200 are placed in independent provisions and approximately 70 are placed in early years provision. There are also approximately 200 children with disabilities of which 85% have special educational needs.

Over the last 5 years the total number of children and young people (0-25) with an Education, Health and Care Plan (EHCP) has increased by 28.2% (895). During the same period the maintained and academy school population in Buckinghamshire has increased by 7.7%.

Department for Education (DfE) published data on Buckinghamshire shows that in January 2018 the percentage of children with Statements/EHCPs based on where the pupil attends school is 3.1% while the figure for England is 2.9% and the average for Buckinghamshire's statistical neighbours is 2.8%.

Part of the increase in EHCP numbers since 2014 can be attributed to the new SEN legislation that increased the age range of those eligible. Statements of SEN covered the 0-19 age group; the new legislation extended the age range to cover the 0-25 age group.

There is also an increasing complexity of need e.g. profound and multiple disabilities which has increased by 63% between 2009 and 2013. Increased prevalence of Autistic Spectrum Disorder is also notable (93% increase over last 5 years).

2.5% of children and young people with a Statement/EHCP who are known to the Children with Disabilities (CWD) Team are looked after children, compared to 0.05% of the general children and young people population, making this cohort a particularly vulnerable group.

Key information on population data and protected characteristics is summarised below.

Age

A comparison of projected changes from 2016 to 2031 identifies substantial differences between districts. The largest growth across all age groups is expected in Aylesbury Vale, which is also where the highest population of young people in Buckinghamshire is expected (38% of the estimated 0-19 year old population by 2031).

Highest growth is expected in the 10-14 year old and 15-19 year old age categories, highlighting the need for sufficient services to meet the needs of this section of the population as they travel to school.

Disability

The Joint Strategic Needs Assessment (JSNA) chapter on Special Educational Needs and Disabilities (SEND) has identified an increase in the number of children aged 0-16 years taking up the Disability Living Allowance, with particular increases in Aylesbury Vale. From 2012 to 2015, there was a 9% increase in claimants. As well as the number of children who will be eligible for SEND services, complexity of need has increased.

Link:

<http://www.healthandwellbeingbucks.org/s4s/WhereILive/Council?pageId=2098>

Children and young people with SEND are 15% more likely to be eligible and claiming free schools meals.

13.4% of the population stated that they had a long-term health problem or disability that limits their day-to-day activities to some extent (2011 Census). 7.8% reported that their activities were limited a little and 5.6% said that they were limited a lot. Buckinghamshire has similar proportions across districts.

Gender

The gender breakdown in Buckinghamshire is 51% female and 49% male, which is similar to the national average.

In line with national data, there are a greater number of male pupils with EHCPs compared to female pupils. Data shows that in Buckinghamshire, boys are over 2½ times more likely to have a plan than girls. 72% of the pupils with EHCPs are male (2821) while they account for 51% of the whole school population (Oct 18). This is reflected nationally with 4.2% of boys and 1.6% of girls having an EHCP.

Pregnancy and maternity

There were 7,244 conceptions in Buckinghamshire in 2013. In 2014, there were 5,989 live births of which over a third were born to mothers from Aylesbury Vale or Wycombe district. Mothers in Buckinghamshire have a slightly older age profile than England but the majority of mothers are aged between 30-34 years at the time of delivery. Mothers in the most deprived quintile of the population have a higher birth rate than in the least deprived quintile. This information is used to assist with the planning of school places.

Marriage and civil partnerships

Information not relevant for the purpose of this consultation

		<p>Race</p> <p>In Buckinghamshire, 21% of the 0-19 population are from Black and Minority Ethnic (BME) or Black, Asian and Minority Ethnic (BAME) backgrounds, compared to the South East average of 14% (Census 2011). There has been an increase in BAME groups compared to white groups (82% increase from 2001 – 2011) and a forecast increase of 62% in BAME groups from 2011 – 2031 across the Buckinghamshire population.</p> <p>It is estimated that BAME groups aged 0-19 year will increase from 26,000 in 2011 to 47,000 by 2031. Asian and Asian British are expected to be the largest groups. In 2011, the BAME population was much younger than the white population in Buckinghamshire.</p> <p>It is estimated that there will also be distinct differences by town across the County with High Wycombe and Greater Aylesbury likely to see the greatest increases in BAME population growth by 2033.</p> <p>3.5 children in every 100 pupils attending Buckinghamshire Schools with an Asian or White ethnic origin have an EHCP (Dec 2018). This rises to 3.6 for pupils with a Black ethnic background and 4.0 for those with a Mixed background.</p> <p>The proportion of pupils with EHCPs is greatest amongst Roma/Roma Gypsy (7.0%) and White/Black Caribbean (6.3%) groups. However, caution is recommended in interpreting this data due to the small numbers in some categories.</p> <p>Religion or belief</p> <p>69% of people in Buckinghamshire stated that they followed a religion, compared to 68% in England (Census 2011). The 0-19 year old population differs slightly from the Buckinghamshire figure. A lower proportion reported to be Christian (53.7%) compared to Buckinghamshire (60.5%) and a higher proportion reported to be Muslim (8.4%) compared to Buckinghamshire (5.1%).</p> <p>A high proportion of 0-19 year olds who stated they were Muslim live in Wycombe (14%) but this figure is lower for Chiltern (4%) and South Bucks (4%). There were slightly higher numbers of Sikh and Hindu groups in the South Bucks compared to the rest of the County.</p> <p>Sexual orientation and transgender</p> <p>The Buckinghamshire Joint Strategic Needs Assessment (JSNA) estimated that there are likely to be approximately 7,500 people aged 16 and over who consider to be gay/lesbian/bisexual.</p>
3.2	Have any complaints on the grounds of discrimination been made in	<p>There have been no direct complaints received regarding the proposals. However, the survey demonstrated that a number of respondents were not supportive of the proposed changes.</p>

	relation to this project?	
3.3	Please provide evidence of these.	See Appendix 2 to the Cabinet report.
3.4	What <u>positive</u> impacts have been established through research findings, consultation and data analysis?	<p>The agreed extension of independent travel training in line with changes in policy will ensure that as far as possible, students are supported to make their own travel arrangements.</p> <p>Independent Travel Training supports young people with learning difficulties and/or disabilities to engage in activities which support outcomes associated with growing independence.</p> <p>The Council recognises that Independent Travel Training has the following immediate benefits for the student:</p> <ul style="list-style-type: none"> • 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. <p>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.</p>
3.5	What <u>negative</u> impacts have been established through research findings, consultation and data analysis?	Changing the transport offer to SEND post 16 children to introduce a financial contribution means that all parents/carers/students eligible for assistance will be charged according to distance banding. Dependent on their needs some children with SEND may have less choice about where they go to school in comparison to mainstream children and therefore may fall into the higher charging bands. However the highest charges are still less than the actual cost of providing the transport (average cost £3,500 per annum) and is broadly in line with the average cost for students without SEND.
3.6	What additional information is needed to fill any gaps in knowledge about the potential	<p>It is acknowledged that those in receipt of services are vulnerable and there is a need for sensitivity in making any changes to the transport arrangements. SEND post 16 transport has been reviewed on a number of occasions and the impact of any changes have been considered.</p> <p>The following mitigations apply to all of the options:</p> <ul style="list-style-type: none"> • Changes relating to the Evreham and Ivinghoe Promises will be introduced in September 2020 to enable parents who are making their school and college choices to express their preferences in the light of

impact of the project?	<p>the new policy as secondary transfer preferences have to be expressed prior to 31 October 2018 for September 2019 entry.</p> <p>The changes for both new and current post 16 students with SEND will take effect from September 2019. This is because post 16 students make their school/college decisions based on exam results at the end of the summer term and therefore will be able to make their choices in the light of the changed transport policy.</p> <ul style="list-style-type: none"> The new policies allow for exceptional circumstances to be taken into account to offer support above normal eligibility. Consideration is given to children that fall outside of the eligibility criteria to ensure their needs are met. In line with legislation we will also offer an appeals process. <p>There will be a robust Communications Plan to ensure that consistent messaging is provided to residents, with details of how and when they can expect changes to transport provision within their communities across the County.</p>
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Part 4: Testing the impact

<p>Within this table, please indicate (✓) whether the project will have a positive, negative or neutral impact across the following nine protected factors and provide relevant comments.</p> <p><i>Note 1: Listing a negative outcome does not mean the project cannot continue.</i></p> <p><i>Note 2: This is an opportunity to identify and address issues for improvement</i></p>						
		Positive Impact	Negative Impact	Neutral Impact	What evidence do you have for this?	Improvement Actions Required
4.1	Age	X	X		<p>Positive impact – Expansion of the provision of Independent Travel Training. This is designed to have long term positive outcomes for young people that extend into adulthood, providing them with social, educational, personal and emotional development opportunities.</p> <p>Negative impact – School age children may be negatively impacted in that their mode of transport may change and in particular locations they will no longer receive free home to school transport. In particular Post 16 students with SEND are</p>	<p>A phased introduction for the Evreham and Ivinghoe changes, so that current pupils are not impacted.</p> <p>A Communications Plan will ensure parents/carers understand the changes and are</p>

					negatively impacted when comparing the current offer to the new offer that brings in banded charges according to distance travelled in line with the offer to mainstream post 16 children. While transport would still be available, charges would apply for existing and new pupils.	therefore able to plan accordingly. The financial contribution to Post 16 students with SEND is still less than the average cost of transport for these students. Exceptional circumstances based on extreme financial hardship could be considered to reduce the financial contribution levied. The Council will liaise with schools and colleges to promote the availability of financial bursaries.
4.2	Disability	X	X		As above in age for Post 16 students with SEND.	As above in age.
4.3	Gender			X	No identified impact	
4.4	Marriage / Civil Partnership			X	No identified impact	
4.5	Pregnancy / Maternity/ Paternity			X	No identified impact	
4.6	Race			X	There is a higher representation of BAME groups with SEND therefore any proposed changes will have a greater impact on these children and young people.	As above in age.
4.7	Religion/ Belief			X	No identified impact	
4.8	Sexual Orientation			X	No identified impact	
4.9	Trans-gender			X	No identified impact	

4.10	Carers		X		Negative Impact – Changing the transport offer to SEND post 16 children to bring it in line with mainstream post 16 transport provision means that all parents/carers not eligible for free transport will be charged according to distance banding. Dependent on their needs some SEND children may have less choice about where they go to school in comparison to mainstream children and therefore may fall into the higher charging bands. However the highest charges are still less than the actual cost of providing the transport.	As above in age.
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Part 5: Director / Head of Service Statement

<p>I am fully aware of the duties required of Buckinghamshire County Council (BCC) under the Equality Act 2010 and I have read our Equality Strategy.</p> <p>I am satisfied that this Equality Impact Assessment shows that we have made every possible effort to address any actual or potential unlawful discrimination.</p>	<p>Name Sarah Callaghan</p>
	<p>Signature</p>
	<p>Date 30 Jan 2019</p>