



**North  
Northamptonshire  
Council**

## Equality Impact Assessment

### 1: Background

Requirement	Detail
Title of proposal	Changes to the Home to School Transport Policies for academic year 2024
Type of proposal: new policy / change to policy / new service / change to service / removal of service / project	Changes to policy
Directorate	Place and Economy
Service area	Highways and Waste/ Home to School Transport
Lead Officer's name	Rachel Mawson
Lead Officer's job title	Transport Delivery Manager
Officer who completed Equality Screening Assessment	
Equality Screening Assessment completion date	Ongoing, and to be reviewed after consultation.
Date Director informed of full assessment requirement	
Equality Impact Assessment completion date	

## 2: Legal Requirements

The Equality Act (2010) places a general duty on all public bodies to have `due regard` to:

- Eliminate discrimination, harassment and victimisation.
- Foster good relations.
- Advance the opportunity of equality.

Equality Impact Assessments help us evidence that we have met the requirements of the General Equality Duty. As a local authority we also have a specific duty to publish information about people who are affected by our policies and practices. All Equality Impact Assessments will be published with the Equality Screening Assessment (ESA) on the [North Northamptonshire Council website](#).

## 3: Proposal Details

Description of the proposal:

- 1. Amendments to the provision of discretionary transport to**
  - a. Those of statutory school age (5 to 16 years of age)**
  - b. Students attending Sixth Form Studies (16 to 18 years of age)**
  - c. Increase of financial contribution for provision of discretionary transport**
- 2. Once an Option has been agreed, the Home to School Transport Policies will be reviewed to reflect the option and to make them more accessible and easier to read**

What are the key objectives of this proposal?

- 1. Reduce or remove the financial losses incurred by the Council in providing discretionary transport by**
  - a. Restricting or removing discretionary transport provision and/or**
  - b. Increasing the financial contribution paid by service users towards the cost of providing discretionary transport**
- 2. Increase accessibility and clarity of the policy**

Who will benefit from this proposal?

- 1. The Council will reduce or eliminate the losses currently incurred by the provision of discretionary transport.**
- 2. A) Service users and potential service users will have a better understanding of whether or not they are entitled to assistance under the policy.**

**B) Officers will be better able to understand the entitlement criteria leading more accurate application of the policy, in turn leading to fewer challenges against decisions.**

What were the findings of the initial Equality Screening Assessment?

**Increase in contributions could be detrimental to service users, especially to those already experiencing financial hardship.**

**Restriction or removal of discretionary transport could negatively impact access to education for those not entitled to assistance under the legislation.**

**It may have an indirect effect on children whose parents who are unable to take them to school because of a disability.**

**It may impact parents with full-time contracts with no flexible working options, this may have a larger impact on single parents. 78% of people in NN were in fulltime role in 2021. In the South East Midlands in 2021 56% of single working families were female, and 7.2% male single parents – therefore this is likely to have a higher impact on females than males that are working single parents.**

**32.4% of single parent females were working part-time, and 23.6% working full-time.**

**16% of households in NN do not own a car/van**

[https://www.nomisweb.co.uk/sources/census\\_2021/report?compare=E06000061](https://www.nomisweb.co.uk/sources/census_2021/report?compare=E06000061)

## 4: Data Evidence

What information or data, additional to that found in the ESA, have you obtained?

### **Consultation with service users and stakeholders due shortly**

How does this data or information help you assess the impact of the proposal on protected groups?

**Responses to the consultation will enable an informed decision about whether or not to withdraw all or part of the discretionary service and/or recoup a greater proportion of the costs of service provision from the service users**  
**EQIA will be revisited and revised once the outcome of the consultation is known.**

What changes do you recommend being made to the proposal as a result of this evidence?

**Members will be asked to make a Decision whether to withdraw discretionary service in whole or part and whether to increase contributions for any remaining service, and what level of increase to apply. They will be asked to consider the Equality Impacts and the data provided alongside the options given to them. Consideration will also need to be given to how this fits with our Values and Behaviours that we as a council are trying to instil.**

What impact could these changes have on the overall outcome of the proposal?

**Members will be able to make an informed decision on the future of the discretionary service**

Could these changes have a negative impact on any other equality group(s)?

**Depending on the option that members choose will differ the groups that may be impacted.**

## 5: Equality Impact

Using the evidence gathered above, describe the potential negative impact this proposal may have on individuals or groups because of their characteristics in the table below. Ensure you consider different groups within each of the protected groups.

Characteristic	Potential negative impact
Age	Reduced or restricted access to discretionary transport provision for children and young people of school or sixth form age, who would otherwise not be entitled to transport under the legislation.
Disability	<p>Reduced or restricted access to discretionary transport provision for children and young people of school or sixth form age with Special Educational Needs and/or disabilities who would otherwise not be entitled to transport under the legislation.</p> <p>May be an impact on parents with disabilities where their child is not otherwise entitled to transport assistance.</p>
Sex	Likely to have a higher impact on females than males as more than 50% of single parents are female.
Marriage or Civil Partnership	n/a
Pregnancy or Maternity	n/a
Race	n/a
Religion or Belief	n/a
Gender Reassignment	n/a
Sexual Orientation	n/a
Health and Wellbeing	Reduced or restricted access to discretionary transport provision for children and young people of school or sixth form age with Special Educational Needs and/or disabilities who would otherwise not be entitled to transport under the legislation. AND/OR

Characteristic	Potential negative impact
	Increase in contributions payable towards costs of providing discretionary transport.  Households without access to a car or personal transport will be impacted.

## 6: Consultation

Who has been consulted with as part of this Equality Impact Assessment?

Who was consulted?	Date(s)	Why was this group consulted?	Any negative impact on equality groups identified?	What change(s) will be made as a result of this consultation?

Are further consultations planned? (Give dates, explain reason why this group is to be consulted).

## 7: Assessing the Impact

Will the negative impact identified in the ESA have been eliminated once the above changes have been implemented?

If no, an Equality Impact Assessment Action Plan must be completed to evidence how the negative impact will be mitigated, reduced and reviewed. (Please see action plan template at the end of this document).

## 8: Monitoring and Evaluation

What monitoring systems are in place to measure and monitor the impact that the proposals have on protected groups?

## 9: Decision Making Summary

Findings should be summarised here. Highlight how the proposal contributes towards the General Equality Duty. Include changes you have made as part of this process.

## 10: Authorisation

	Signature	Date
Approved by Equalities Team		
Authorised by Department Director		

- A signed copy should be retained by the owner for audit purposes.
- A completed copy should be attached to the relevant report/policy/proposal.
- An electronic copy must be emailed to [NNC Equalities](#) to be logged and published.

## 10: Equality Impact Assessment Action Plan

Negative impact	Action to eliminate or reduce negative impact.	Officer responsible	Action target date	Review outcome (has the action had the intended outcome)