

Worcestershire County Council Equality Impact Assessment Simplified Desktop Screening

This exercise is not an Equality Impact Assessment. It is a simplified desktop exercise designed to establish if there is a need to carry out a full assessment.

Part One: basic information needed to identify the policy/function and to prepare for the screening.		
1.1	Directorate and Section/Unit.	Environmental Services – Education Travel Team
1.2	Title or brief description of the policy/function being screened.	Home to School Travel & Transport Policy 2008-2009
1.3	To which section of the Directorate or Corporate “business/service plan” does this relate?	Children’s Services Directorate - Section
1.4	Are there any related policies/functions? If so what are they?	Admissions Policy – Statement Policy for Special Needs Transport Integrated Transport Network Policy – School Travel Planning
1.5	Screening carried out by	Steve Wheatley
1.6	Date of screening	20 th June 2008
1.7	What is the policy or function trying to achieve?	To meet the Authorities legal requirements of providing sustainable transport for pupils to their nearest suitable school over statutory walking distance
1.8	What are the specific outcome measures?	Student Number Data
1.9	Who is formally responsible for ensuring the delivery of this policy/function?	Alison Cartwright – Children’s Services Policy Officer
1.10	Who is responsible for leading the delivery if different from 1.9?	Stephen Wheatley Policy Officer
1.11	Are there any priorities within this policy/function? If so what are they?	Under 16 Pupils would be considered first, Schools with bigger transport issues would be considered first – All assessment done to an agreed time scale.
1.12	Has any consultation, explicitly on the policy/function, taken place? If so who was consulted and when?	Yes – School Travel Planning Team undertake surveys of how Pupils get to school, This is now done annually in January a new initiative started Jan 2007.
1.13	Is equality monitoring in place for this policy/function?	Yes – Ethnicity has been included on the application forms for the current year and will be included in our performance Monitoring activities.

Part two: the test to see if further action is required. For the purpose of this exercise concentrate on the impact on people of differing race, sex, disability, age, religion or belief and sexual orientation.

		Yes	No	Details
2.1	Is there any way in which the policy/function is directly discriminatory or in breach of the Council's Equality and Diversity Policy?		X	Family Rate Ticket – We have raised this issue numerous times and have obtained agreement that as from next year the Family Rate will be extended to include tickets purchased under the Vacant Seat Payment Scheme as well as Denominational Travel. Entitlement to free transport for pupils in receipt of DLA has been withdrawn, as a mobility allowance is provided within the DLA. Free transport will continue for pupils in statutory schooling in line with the requirements of statement of special needs or community psychologist's recommendations. Post 16 pupils will receive the necessary transport provision, but will be required to made the standard contribute payments.
2.2	Are there any barriers to people from minority groups getting the full benefit of this policy/function which have not been resolved as part of the policy/function?		X	Access to the Forms – The forms are available online and at schools, schools are very good at helping students with particular issues in accessing the service. We also receive assistance form the Connexions service for post 16 students and attend open evenings to promote the service to all pupils. Assistance with the form is available from the Ethnic Access Link for pupils for whom English is the second language.
2.3	Are there any other ways the policy/function could unintentionally deliver poorer quality outcomes for individuals because they were members of a minority group?		X	Disaffected parents or disabled parents may not be able to complete the forms – Again we rely on assistance at the school. School Travel Planning Officers go into schools and officers attend parent's evenings to discuss transport issues and eliminate these issues.
2.4	Could people from minority groups reasonably believe that they would be likely to get poorer benefits from the policy/function?		X	No – The Transport Policy is based on national government legislation and provided based purely on distance or suitability of route. We have a structured approach to handling appeals, where individual circumstances are considered, a 3-stage review process with independent assessment of each case. Unsuccessful applicants are advised why they are un-entitled to transport and any alternative options available.



→ If the answer to any of these questions is yes or "could be yes" then you **must** take action. If the issue is straightforward remedy it **now** so the answer changes to no. If it cannot be remedied now or there are outstanding issues you should go on to a full EIA.

Equality Screening

Not Just Age / Race

- Religion / Belief
- Disability
- Income
- Location
- Language

Are we breaching Council Equality Agreement?

Incorporate Equality into policy – Is law will have been considered

Local Targets for Improvements – School Travel Plans Surveys?

- Customer Service
- New Policy – Make All Pupils aware of changes – so they Apply – We will know entitled riders from Admission List
- Do we need to incorporate our questions with HUB? School Travel plan surveys?
- New Performance Indicators of Applications – Application Source & Equality will support this.
- Will need to compare results with – Population Demographic to see if there is a disparity.
- Consultation
- Catchment Area / Ticket type

ARE WE BEING UNINTENTIONALLY RACIST?