

## Initial Equality Impact Assessment

Directorate	Service	Person responsible for the assessment:	Date assessment completed:
Children's Services	School Administration	Head of School Administration	February 2011 (draft)
<b>Title of the policy being assessed</b>	<b>Post 16 Education Transport Policy</b>		
<b>The status of the policy</b>	Revised		
<b>1.) What are the aims, objectives and purpose of the policy?</b>	The aim of the policy is to enable every learner over school leaving age living in Lincolnshire to access an appropriate course in education. The policy applies to further education and not higher education undergraduate study.		
<b>2.) Does the policy support other objectives of the Council?</b>	To support the aims of the Children and Young People's Plan		
<b>3.) Who is intended to benefit from the policy, and in what way?</b>	Transport support is available to <u>all</u> full-time learners who are under 19 years of age. Learners with learning difficulties and/or disabilities may receive transport support beyond that age up to 25 years on the same basis as for post 16 learners. Learners must live more than 3 miles from their nearest and/or designated college (other than when exceptional circumstances apply e.g. a learner is unable to walk up to 3 miles for medical reasons).		

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<b>4.) What outcomes are anticipated from the policy being in place?</b>	Learners over school age access appropriate courses in further education.		
<b>5.) Who are the main stakeholders of this policy?</b>	<b>Community</b>	<b>Staff</b>	<b>Partners</b>
	All learners over school age in further education.	<ul style="list-style-type: none"> <li>• School Administration</li> <li>• Additional Needs</li> <li>• Transport Services Group</li> </ul>	<ul style="list-style-type: none"> <li>• School sixth forms</li> <li>• Further education colleges</li> </ul>
<b>6.) Are there any concerns that the policy <i>could</i> have a negative impact with regard to race and ethnicity?</b>	<b>No</b>	The policy is race and ethnicity neutral. All providers of courses and transport are required to have a policy which is similarly neutral.	
<b>What evidence (actual data or assumptions) do you have to support this?</b>	Data on ethnicity of applicants for sixth form /college transport support is not collected and monitored. Data on ethnicity is being collected for consultation responses and will be analysed.		
<b>7.) Are there any concerns that the policy <i>could</i> have a negative impact with regard to gender?</b>	<b>Yes</b>	It is possible that female or male learners could benefit more from the transport support offered exceptionally to learners at other than their nearest or designated sixth form or college e.g. equestrian courses may be favoured by female learners, agricultural courses could be more favoured by males.	
<b>What evidence (actual data or assumptions) do you have to support this?</b>	This will be monitored pre- and post- implementation of proposed policy changes. Consultation feedback will be analysed.		

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<b>8.) Are there any concerns that the policy <i>could</i> have a negative impact with regard to disability?</b>	<b>No</b>	Learners with learning difficulties and / or disabilities (LLDD) are assessed individually and appropriate transport, including specialised transport, is provided according to need. Access is also offered for specialist courses to meet the needs of students with LLDD.
<b>What evidence (actual data or assumptions) do you have to support this?</b>	There has been no proposed change to the policy in this area.	
<b>9.) Are there any concerns that the policy <i>could</i> have a negative impact with regard to age?</b>	<b>No</b>	The policy applies to a specified age group in accordance with the statutory guidance on post 16 transport issued annually by the Young People's Learning Agency (YPLA), but allows for additional support up to age 25 for LLDD.
<b>What evidence (actual data or assumptions) do you have to support this?</b>		
<b>10.) Are there any concerns that the policy <i>could</i> have a negative impact with regard to religion/belief?</b>	<b>No</b>	The policy is neutral in respect of religion. If any issues were raised which presented problems in terms of access, these would be addressed immediately.
<b>What evidence (actual data or assumptions) do you have to support this?</b>		
<b>11.) Are there any concerns that the policy <i>could</i> have a negative impact with regard to sexual orientation?</b>	<b>No</b>	This policy is gender neutral and does not allow for discrimination on grounds of sexual orientation.
<b>What evidence (actual data or assumptions) do you have to support this?</b>		

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<p>12.) Could the negative impact you have identified in questions 6-11 lead to the potential for <i>adverse</i> impact if the policy is implemented?</p>	<p>Yes</p>	<p>Age and possibly gender for transported exceptionally for some courses.</p>	
<p>Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?</p>	<p>No</p>		
<p>Can the impact be mitigated by existing means?</p>	<p>No</p>	<p>On the basis that the policy on transport is gender neutral.</p>	
<p>If yes, what actions will you undertake to mitigate these impacts and revise the policy?</p>			
<p>13.) As a result of your assessment, and any actions undertaken, should the policy proceed to a partial impact assessment?</p>	<p>Yes</p>	<p>If yes, the date of completion for the partial assessment</p>	<p>18/04/11</p>

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<p><b>Has this assessment been undertaken by a minimum of two staff?</b></p>	<p>Yes</p>	<p><b>Has this assessment been scrutinised by your Directorate Steering Group?</b></p>	<p>18/04/11</p>
<p><b>If the policy is new, or requires a decision by Councillors to revise, has this Equality Impact Assessment been included with the report?</b></p>			<p>The initial EIA is available in draft form for the CYP Scrutiny Committee 08/04/11. The initial EIA will be submitted to the Executive (the decision maker) 03/05/11.</p>
<p><b>Have any actions identified in this assessment been included in your service equality and diversity action plan?</b></p>			<p>No</p>
<p><b>Completed by:</b></p>	<p>A R Pike J O'Connor</p>	<p><b>Signed off by:</b></p>	<p><b>Type in Manager's name, once approved</b></p>

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# Full Equality Impact Assessment

