

27 April 2020

In accordance with the powers granted by the Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020 this will be a virtual meeting.

Executive

A meeting of the Executive will be held on **Tuesday, 5 May 2020 at 10.30 am as a Virtual Meeting** for the transaction of the business set out on the attached Agenda.

Access to the meeting is as follows:

Members of the Executive and officers of the County Council supporting the meeting will access the meeting via Microsoft Teams.

Members of the public and the press may access the meeting via the following link: <https://lincolnshire.moderngov.co.uk/ie/ListDocuments.aspx?CId=121&MId=5518&Ver=4> where a live feed will be made available on the day of the meeting.

Yours sincerely



Debbie Barnes OBE
Chief Executive

Membership of the Executive
(8 Members of the Council)

Councillor M J Hill OBE, Executive Councillor for Resources and Communications (Leader of the Council)

Councillor Mrs P A Bradwell OBE, Executive Councillor for Adult Care, Health and Children's Services (Deputy Leader)

Councillor C J Davie, Executive Councillor for Economy and Place

Councillor R G Davies, Executive Councillor for Highways, Transport and IT

Councillor E J Poll, Executive Councillor for Commercial and Environmental Management

Councillor Mrs S Woolley, Executive Councillor for NHS Liaison and Community Engagement

Councillor C N Worth, Executive Councillor for Culture and Emergency Services

Councillor B Young, Executive Councillor for Community Safety and People Management

**EXECUTIVE AGENDA
TUESDAY, 5 MAY 2020**

Item	Title	Forward Plan Decision Reference	Pages
1	Apologies for Absence		
2	Declarations of Councillors' Interests		
3	Announcements by the Leader, Executive Councillors and Executive Directors		
4	Minutes of the Meeting of the Executive held on 3 March 2020	~	5 - 10

KEY DECISIONS - ITEMS TO BE RESOLVED BY THE EXECUTIVE

5	Post 16 Transport Policy Statement 2020-21 <i>(To receive a report from the Executive Director – Children's Services, which seeks approval for the adoption of the Policy, as set out at Appendix A as the Post-16 Transport Policy Statement for 2020/21, and the continuation of the student/parent contribution)</i>	I019546	11 - 58
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NON KEY DECISIONS - ITEMS TO BE RESOLVED BY THE EXECUTIVE

6	Draft Corporate Plan Success Framework 2020-2023 <i>(To receive a report from the Chief Executive, which seeks approval for the draft Corporate Plan Success Framework 2020-2023, as set out at Appendix B, as the next phase in organisational planning following the County Council approving a new Corporate Plan 2020-2030 for the Council in December 2019)</i>	I019760	59 - 98
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Please Note: for more information about any of the following please contact the Democratic Services Officer responsible for servicing this meeting

- Business of the meeting
- Any special arrangements
- Copies of reports

Contact details set out above.

All papers for council meetings are available on:
www.lincolnshire.gov.uk/committeerecords



**EXECUTIVE
3 MARCH 2020**

PRESENT: COUNCILLOR M J HILL OBE (LEADER OF THE COUNCIL)

Councillors C J Davie (Executive Councillor for Economy and Place), R G Davies (Executive Councillor for Highways, Transport and IT), E J Poll (Executive Councillor for Commercial and Environmental Management), Mrs S Woolley (Executive Councillor for NHS Liaison and Community Engagement) and B Young (Executive Councillor for Community Safety and People Management).

Councillors R B Parker (Chairman of Overview and Scrutiny Management Board) and R A Renshaw were also in attendance.

Officers in attendance:-

Debbie Barnes OBE (Chief Executive), Les Britzman (Chief Fire Officer), Andrew Crookham (Executive Director Resources), James Drury (Executive Director Commercial), Cheryl Evans (Democratic Services Officer), Andy Gutherson (Executive Director Place), Justin Hackney (Assistant Director, Specialist Adult Services), Sophie Reeve (Assistant Director - Commercial), Heather Sandy (Interim Director of Education), Jasmine Sodhi (Performance and Equalities Manager) and Nigel West (Head of Democratic Services and Statutory Scrutiny Officer).

66 APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Mrs P A Bradwell OBE and C N Worth.

It was noted that Justin Hackney (Assistant Director of Adult Services and Safeguarding) was attending the meeting on behalf of Glen Garrod (Executive Director of Adult Care and Community Wellbeing).

67 DECLARATIONS OF COUNCILLORS' INTERESTS

There were no declarations of interest at this point in the meeting.

68 ANNOUNCEMENTS BY THE LEADER, EXECUTIVE COUNCILLORS AND EXECUTIVE DIRECTORS

There were no announcements.

2
EXECUTIVE
3 MARCH 2020

69 MINUTES OF THE MEETING OF THE EXECUTIVE HELD ON
4 FEBRUARY 2020

RESOLVED

That the minutes of the meeting held on 4 February 2020 be signed by the Chairman as a correct record.

70 PERFORMANCE REPORTING AGAINST THE COUNCIL BUSINESS
PLAN 2019/2020 - QUARTER 3

Consideration was given to a report from the Executive Director – Commercial, which presented an overview of performance for Quarter 3 against the Council Business Plan 2019/2020.

The Performance and Equalities Manager advised that of the 15 commissioning strategies reported in Quarter 3: six had performed really well; eight had performed well; and one had had mixed performance. A summary of those measures where services had highlighted success in Quarter 3 was detailed at Appendix A to the report. Similarly, a summary of those measures where the target had not been achieved in Quarter 3 was detailed at Appendix B.

The Chairman of the Overview and Scrutiny Management Board advised that the Board had considered the report on 27 February 2020 and had agreed to support the recommendation to the Executive.

The Chairman of the Board highlighted that with regards to Measure 78 - *Household Waste Recycled* – the contamination rate was 30%, which was similar to 2018/19. The Board had requested information on how the district councils were defining 'contamination'; how information on what items could be placed in recycling was being communicated to residents; and whether there had been evidence of a subsequent change in behaviour. It was noted that Boston Borough Council had been a trial area for reducing paper and card contamination and that evidence had shown that it was working well.

In response to this, the relevant Executive Councillor advised that this was being monitored by the Lincolnshire Waste Partnership, with an aim of standardising sampling practices across the district councils to ensure they were all being measured against the same benchmark.

Reference was made to Measure 36 - *Visits to Core Libraries and Mobile Library Services* – the IT in libraries was provided independently from the Council by Greenwich Leisure Limited, and had recently undergone a refresh, which had improved the IT offer. A marketing plan was now in place to encourage customers into libraries which should increase visitor numbers. It was acknowledged that nationally there had been a reduction in the number of users of libraries. However in Lincolnshire, the recent reduction in numbers had been attributed to issues with the IT offer.

It was highlighted that an amended Measure 72 – *Flooding Incidents within a Property* had been circulated by email prior to the meeting. The relevant Executive Councillor advised that the measure's title and description had been amended to avoid ambiguity and to provide clarity on what was being measured.

During discussion of the report, the following points were noted:

- The quarterly economic survey (produced in partnership with the Greater Lincolnshire Local Enterprise Partnership, the Lincolnshire Chamber of Commerce, and the University of Lincoln) had shown that business confidence was currently fluctuating and on that basis the overall year-end target may not be achieved. This is particularly evident for inward investment jobs, where several large scale investments originally expected in 2019/2020 may proceed differently to what was originally planned. It was highlighted that this was likely to fluctuate further, with the potential impact of coronavirus on the economy.
- Reference was made to the high risk premises inspected by the Trading Standards service. It was confirmed that Lincolnshire Fire and Rescue worked in collaboration with Trading Standards and there was some overlap with some of the high risk premises.

RESOLVED

That the 2019/2020 Quarter 3 performance be noted.

71 COUNCIL PERFORMANCE MEASURES 2020/2021

Consideration was given to a report from the Executive Director – Commercial, which presented proposals for amendments to the reporting of the existing Council Performance Measures beyond March 2020. New performance measures would be developed through the next phase in organisational planning, linked to the ambitions in the Corporate Plan.

Following the approval of the Corporate Plan by the County Council in December 2019, directorates and service areas had been asked to identify any changes to their existing performance measures and targets. The proposed changes were detailed in Appendix A to the report.

The Chairman of the Overview and Scrutiny Management Board advised that the Board had considered the report on 27 February 2020 and had agreed to support the recommendation to the Executive. The comments of the Board had been tabled.

The Chairman of the Board referred to the new measure on *The number of victims of domestic abuse who received support (including Independent Domestic Violence Advisors IDVA, Outreach, and Targeted Support) including Children and Young People*, which focused on those aspects of performance that the Council could influence and control. It was highlighted that this new measure would not include all domestic abuse figures, and that the measures on reported incidents of domestic

abuse (M7) and repeat referrals of domestic abuse to MARAC (M9) had been removed. The Board had suggested that the number of domestic abuse cases and repeat referrals to MARAC should be reinstated in the Council Business Plan for 2020/21.

In response to the Board's request, it was advised that new legislation relating to domestic abuse was expected, which may require upper-tier authorities to establish a domestic abuse partnership board involving key partners. It was not known if these would be required to be held in public. It was anticipated that a key function of the board would be to collate and monitor domestic abuse data. This would provide a more accurate and fuller picture of the levels of domestic abuse in Lincolnshire.

Reference was made to the Youth Offending Service's proposal to report Juvenile First Time Offenders as a rate per 100,000 instead of actual number of offenders. The Executive requested that the actual figures were also included as part of performance reporting.

It was confirmed that the Council Business Plan 2020/21 and the Corporate Plan Success Framework 2020-2023 would run alongside each other until the end of 2020/21, acting as a transition period. It was requested that a timeline for the transition arrangements be provided to the Executive.

RESOLVED

That approval be given, in principle, to the proposed changes to the measures used in reporting Council performance generally, as detailed in Appendix A, and including the tabled addition.

72 EXCLUSION OF PRESS AND PUBLIC

RESOLVED

That under Section 100(A) of the Local Government Act 1972, the press and public be excluded from the meeting for the following item of business on the grounds that it is considered to contain exempt information as defined in paragraph 3 of Part 1 of Schedule 12A of the Local Government Act 1972, as amended.

73 NEW LINCOLNSHIRE PARTNERSHIP NHS FOUNDATION TRUST MENTAL HEALTH SECTION 75 PARTNERSHIP AGREEMENT

An exempt report was received from the Executive Director of Adult Care and Community Wellbeing, which provided information on the new Lincolnshire Partnership NHS Foundation Trust Mental Health Section 75 Partnership Agreement.

The Chairman of the Overview and Scrutiny Management Board advised that the Adults and Community Wellbeing Scrutiny Committee had considered the exempt report at its meeting on 26 February 2020. The comments of the Scrutiny Committee were tabled at the meeting.

Members discussed the report, in which a number of points were raised.

RESOLVED

That the recommendations, as detailed in the exempt report, be approved.

The meeting closed at 11.20 am.

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**Open Report on behalf of Heather Sandy, Executive Director -
Children's Services**

Report to:	Executive
Date:	05 May 2020
Subject:	Post-16 Transport Policy Statement 2020-21
Decision Reference:	I019546
Key decision?	Yes

Summary:

The Council provides subsidised transport for learners of sixth form age (extended to age 25 for learners with Special Educational Needs and/or Disabilities (SEND)) to a school sixth form, college of further education or other approved setting. This costs the Council c. £3m per year and the Council recovers a proportion of the cost (c. £1m), through a charge to parents or students which is currently £570 per annum (£579 if paid in instalments).

Transport support is provided by the Council in recognition of its duty to ensure access to further education and training opportunities.

This report sets out the Council's proposed Post-16 Transport Policy Statement 2020/21 (the Policy) as required by section 509AA of the Education Act 1996. The Council must publish the Policy every year by 31 May. The Policy has also been developed in accordance with the statutory Guidance issued by the Department for Education (DfE) in January 2019.

It is proposed that there are no changes to the Policy for 2020/21 and that the parent/student contribution remains at the same level as the previous three years.

Engagement has been undertaken on the content of the Policy to obtain the views of key stakeholders. The report reflects the findings for consideration.

Recommendation(s):

That the Executive:

- (1) Approves the adoption of the Policy attached at Appendix A as the Post-16 Transport Policy Statement for 2020/21.
- (2) Approves the continuation of the student/parent contribution at a rate of £570 per annum (£579 if paid in instalments).

Alternatives Considered:

1. To decrease or increase the parent/student contribution.

Reasons for Recommendation:

The approval and subsequent publishing and operation of the Policy attached at Appendix A, enables the Council to meet its statutory duties in relation to the transport of learners of sixth form age (25 years for learners with SEND) to a school sixth form, college of further education or other approved setting.

The Policy is sustainable as described in the report and strikes a balance between continuing to be affordable to families and at the same time allowing the Council to maintain its offer of support using the funds it has available.

1. Background

The Council has a statutory duty under Section 10 of the Education and Skills Act 2008 to promote the effective participation in education or training of persons, belonging to its area with a view to ensuring that they can participate in appropriate full-time education or training, an apprenticeship or are in full-time occupation and participate in sufficient relevant training, all pursuant to Section 2 of the 2008 Act.

The Council also has a statutory duty to publish a Post-16 Transport Policy (the Policy) every year by 31 May, setting out the arrangements for the provision of transport or otherwise that the authority considers it necessary to make for facilitating the attendance of persons of sixth form age at:

- schools;
- any institution maintained or assisted by the authority which provides further education or higher education or both;
- any institution within the further education sector;
- any 16-19 years Academy;
- any other establishment at which the authority secures the provision of education or training.

The DfE published revised statutory Guidance in January 2019 that local authorities must follow and pay regard to when drawing up their Policy.

The Guidance states the overall intention of the 16-18 years transport duty is to ensure that learners of sixth form age are able to access the education and training of their choice and ensure that if support for access is required it will be assessed and provided where necessary. The Council's duty to publish details of its transport support is also explicitly stated in the Education Act 1996, particularly with references to Sections 508 and 509.

It is proposed that no changes are made to the Policy Statement this year.

Financial Contributions from Parents and Students

The Council has historically subsidised the cost of post-16 travel in Lincolnshire to support access to education and training opportunities for learners of sixth-form age. This subsidy ensures that the cost of the travel is not a barrier to accessing opportunities, as is required in the Guidance issued to local authorities by the Department for Education. Local authorities are not obliged to provide subsidised support.

Currently, the Council spends c. £3m per financial year on transport for post-16 learners and requires parents/students to make a contribution which generates c. £1m of income to offset this (net expenditure of £2m).

The contribution made by parents and students to the cost of post-16 transport has been maintained at a level that has not exceeded CPI [Consumer Price Index] inflation in recent years. The annual cost has been maintained at £570 a year for the past three years. This compares favourably with commercial fares in most cases. Some examples of daily commercial fares are given below.

Bus/Train	Return Journey	2017/18	2018/19	2019/20	2020/21
Bus	Louth to Lincoln	£9.00	£9.00	£9.00	£9.30
Bus	7 day Mega Rider (Lincoln Area)	£12.00	£13.00	£13.00	£14.00
Train*	Metheringham to Lincoln	£4.60	£4.70	£4.80	£4.90
Bus	Skegness to Boston	£6.40	£6.40	£6.00	£6.20
Train*	Heckington to Boston	£6.20	£6.40	£6.60	£6.80
Train*	Wainfleet to Boston	£8.70	£9.00	£9.20	£9.50
Train*	Sleaford to Grantham	£10.30	£10.60	£10.90	£11.20
Bus	Sleaford to Grantham	£9.00	£9.00	£7.00	£9.30
Bus	Long Sutton to King's Lynn	£6.20	£6.50	£6.20	£7.00
Bus	Louth to Grimsby	£8.20	£8.50	£8.50	£9.00
Train*	Market Rasen to Lincoln	£9.00	£9.30	£9.50	£9.80
Bus	Market Rasen to Lincoln	£8.30	£8.70	£8.70	£9.20
Bus	Ruskington to Lincoln	£9.00	£9.00	£9.00	£7.80

Bus/Train	Return Journey	2017/18	2018/19	2019/20	2020/21
Train*	Gainsborough to Lincoln	£8.40	£8.70	£8.90	£9.10
Train*	Ruskington to Lincoln	£6.90	£7.10	£7.30	£7.50
Bus	Gainsborough to Lincoln	£8.20	£8.50	£8.50	£6.70
Bus	Welbourn to Lincoln	£7.00	£7.20	£7.20	£7.60
Bus	Navenby to Lincoln	£6.90	£7.20	£7.20	£7.60
<i>LCC Pass</i>	<i>Home to School or College</i>	<i>£3.17</i>	<i>£3.17</i>	<i>£3.17</i>	<i>£3.17</i>

*Young people can get up to a third off these fares by buying a young person's railcard, but travel times are restricted to mainly off peak times.

The Executive is asked to note increasing cost pressures including the requirement to fully fund small but increasing numbers of adult learners transport, the increasing costs of commercial contracts and bus and train fares, a rise in the number of pupils being entitled to transport as well as increasing costs emerging to fulfil the Public Service Vehicle Accessibility Regulations (PSVAR).

Consideration has been given to increasing the contribution to the cost of post-16 transport. It is recommended that the contribution remains at £570 a year for 2020/21 because it is considered this subsidy level can still enable existing levels of service to be sustained.

The Policy continues to support families on low incomes by ensuring that the charge is affordable as set out above. The Council applies a flat rate charge regardless of location, which in a large rural county ensures that families in rural locations are not disadvantaged by the greater cost incurred by the Council in arranging transport in rural locations. For students with Special Educational Needs and/or Disabilities, the transport needs are assessed on an individual basis. Whatever transport is specifically needed to meet the needs of individual learners, is provided at the same fixed rate charge.

Colleges, sixth forms and other providers of further education are given 'bursary funding' directly by the government, which they can give to a learner to help them with the cost of further education, including transport costs if appropriate. The use of these funds is at the discretion of the education providers. The Council makes reference to this funding source in the Policy, as required by Guidance.

Engagement

The Council has previously undertaken annual consultation on the Policy but recent advice from the DfE and legal representatives is that in future years there will be no requirement to complete a consultation process on the Post-16 Transport Policy if the Council does not plan to make any amendments to the transport offer for that academic year.

Online consultation has taken place this year between 30 January and 1 March 2020 even though no changes are proposed to the Policy because the advice had not been issued at this time. Respondents were asked to give their views on the proposed Policy and to offer any opinion on changes or amendments they would like to see. Full copies of the survey responses are available at the request of the Executive. A summary of the feedback received during the consultation is provided below.

The online consultation/engagement produced 88 written responses, most of which were unsupportive of the policy. The consultation details were sent to approximately 2,970 email accounts, including current entitled year 11 and post-16 students/parents, all approved transport providers and 13 colleges. Additionally, the details were advertised more widely through SchoolNews which is available to 386 Lincolnshire schools and to the wider general public periodically during the consultation period through social media networks. The response rate is therefore representative of 3% of those people directly contacted and should not therefore be taken as evidence that the Policy or how it works is meeting with general dissatisfaction. The Policy allows many thousands of young learners to access further education, and all indications are that the vast majority accept the Policy as fair and supportive. Very few complaints have been received about the previous Policy, and the few that have been received, are mainly about non-entitlement for specific individuals.

Response to Comments

The following main points were made by respondents in the survey and the Council's comments are given:

Transport should be provided free of charge.

Council comment. The Council, in common with most other local authorities, make a charge for the provision of post-16 transport. The Council subsidises transport so as to make transport affordable and effective for young learners. The DfE Guidance is very clear that transport for post-16 learners does not have to be offered free of charge. The income generated helps to sustain the transport offer at the post-16 phase to ensure the Council is meeting its duty of ensuring there is access to post-16 education.

The Designated Transport Areas (DTAs) should be reconsidered. Options are limited.

Council comment. Transport will be provided to the nearest sixth form or college as well as a DTA sixth form or college. This ensures that a choice of study destinations is available for all learners.

Access should be to a choice of colleges, if a preferred course is not available at the nearest college.

Council comment. The Council would be liable for greatly increased costs if it agreed to support transport to a further distant college on the basis of student choice. This financial pressure generated might threaten the viability of the support system at a time of constrained budgets. Most colleges also provide transport support to students to access their courses, since they are in competition with one another for students.

Better transport links. It is difficult to access a bus directly from specific villages due to rural nature of the county.

Council comment. Transport is provided from a point near the home (which may have to be walked to) to a point near or at the school or college. This ensures that the transport provision is comprehensive, and covers the whole county. Any student who could not be expected to make his/her own way to or from a pick-up/drop-off point would have their individual transport needs assessed, and appropriate arrangements made if necessary. This ensures that all learners can attend an appropriate course of study.

Students have to stay in education until they are 18 years old so they should not have to pay for transport.

Council comment. The majority of the responses are critical of the Council's Policy of charging, as can be seen above. Most of the critical responses also assume that full-time post-16 education and training is compulsory for young learners until the age of 18. However, the duty to participate is not a duty to remain in full-time education and can include part-time learning, apprenticeships, on the job training and in work qualifications, and therefore the Council is not under a duty to provide transport free of charge, which it would have been required to do if the duty was prescriptive on learners. The statutory school leaving age has not changed, only the need for young people to participate in some form of learning until the age of 18.

Although the online survey/questionnaire did not attract very many direct responses, this should be considered against a background of provision, whereby the Council's facilitation of transport has widespread acceptance among the community. Very little comment is made about the provision, which is widely used, and is part of a network of support for young learners.

2. Legal Issues:

Equality Act 2010

Under section 149 of the Equality Act 2010, the Council must, in the exercise of its functions, have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act.

- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The relevant protected characteristics are age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.

Having due regard to the need to advance equality of opportunity involves having due regard, in particular, to the need to:

- Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic.
- Take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.
- Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.

Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to tackle prejudice, and promote understanding.

Compliance with the duties in section 149 may involve treating some persons more favourably than others.

The duty cannot be delegated and must be discharged by the decision-maker. To discharge the statutory duty the decision-maker must analyse all the relevant material with the specific statutory obligations in mind. If a risk of adverse impact is identified consideration must be given to measures to avoid that impact as part of the decision making process.

An Equality Impact Assessment (EIA) is enclosed at **Appendix B** in respect of the proposed Transport Policy Statement. The EIA concludes that there are potential impacts for certain groups in the protected characteristics. Mitigating actions are also set out in the EIA.

In respect of disability, in particular, the individual transport needs of students and young learners are always considered and appropriate transport arrangements made. The policy is to provide transport for students to and from home to school, college or other setting. 'Home' can be a point up to three miles from a student's actual home for the purposes of operation of the policy, however this distance is always dis-applied where the young person could not be expected to walk to a school or college, or to a transport pick up point and bespoke arrangements are made for the young person as needed.

Additionally, for young people with an Education, Health and Care Plan (EHCP) who begin a new course of study after their nineteenth birthday, they will be classed as a relevant young adult and will therefore be provided with transport free of charge.

The potential impacts identified are based on the fact that certain groups with a protected characteristic may be more likely to be on lower incomes. This is addressed by the affordability of the Council charge and the existence of bursaries from provider institutions which take into account ability to pay. These bursaries are provided through funding issued directly by the government to provider institutions. This is money that used to be channelled through the local authority. That is no longer the case.

The Council does not itself therefore operate any kind of reductions or means tested assistance for families on low income. The flat rate charge is considered to be justifiable in a large rural county like Lincolnshire for reasons given above. Families on low incomes can apply for the bursaries referred to.

Joint Strategic Needs Analysis (JSNA) and the Joint Health and Wellbeing Strategy (JHWS)

The Council must have regard to the Joint Strategic Needs Assessment (JSNA) and the Joint Health and Wellbeing Strategy (JHWS) in coming to a decision.

The JSNA and JHWS report on the health and wellbeing needs of the people of Lincolnshire. It brings together detailed information on local health and wellbeing needs and looks ahead at emerging challenges and projected future needs. The Lincolnshire JSNA and JHWS identify a number of needs that directly relate to young people. The policy on transport support underpins the aims of the JSNA and JHWS in the following areas:

- improve health and social outcomes and reduce inequalities;
- achieve potential; and
- improve educational attainment.

Each of the aims are specifically addressed by this policy statement, since its overriding aim is to enable young people to participate in education and training until they reach the age of 18 or beyond. For students with learning difficulties and/or disabilities it is particularly important that they are allowed longer to complete this process of further education and the transport policy supports continued participation for this category until the age of 25 years where necessary.

Crime and Disorder

Under section 17 of the Crime and Disorder Act 1998, the Council must exercise its various functions with due regard to the likely effect of the exercise of those functions on, and the need to do all that it reasonably can to prevent crime and disorder in its area (including anti-social and other behaviour adversely affecting the local environment), the misuse of drugs, alcohol and other substances in its area and re-offending in its area.

The Post-16 Transport Policy Statement sets out the means by which the Council supports young people to access education and training and therefore contributes to reducing the potential for crime and disorder. In particular, by offering guaranteed transport at an affordable rate the policy enables young people to engage in purposeful activity, namely education and training, leading to recognised qualifications. This takes place in recognised settings where issues such as citizenship and community cohesion are integrated into the student offer by means of curriculum input and tutorial support.

3. Conclusion

The approval and subsequent publishing and operation of the Policy attached at Appendix A, enables the Council to meet its statutory duties in relation to transport for learners of sixth form age (25 for learners with SEND) to a school sixth form, college of further education or other approved setting.

The Policy is sustainable as described in the report and strikes a balance between continuing to be affordable to families and at the same time allowing the Council to maintain its offer of support using the funds it has available.

Consideration has been given to consultation feedback, particularly the contribution towards transport. It is felt that the contribution still provides value for money and it is recommended this is not increased this year. The contribution also ensures the medium term sustainability of the Policy, to benefit learners throughout the county.

The Executive is asked to consider the information here and approve the Policy as the Council's Post-16 Transport Statement for 2020/21.

4. Legal Comments:

The Council is required under Section 509AA of the Education Act 1996 to prepare for each academic year a transport policy statement specifying the arrangements it considers it necessary to make for facilitating the attendance of persons of sixth form age receiving education or training at specified educational institutions. The statement is required to specify the financial assistance the Council considers it appropriate to make in fulfilling that duty. The Department for Education also publishes statutory guidance which a local authority must have regard to when formulating its transport statement.

This report seeks approval to adopt and publish the post-16 transport policy statement as required by the statutory provisions attached to the Executive report which is the same as for previous years. It would be lawful for the Executive to make a decision in accordance with the recommendation.

The proposal is consistent with the Policy Framework and within the remit of the Executive.

5. Resource Comments:

The recommendation in the report to approve the adoption of the Post-16 Transport Policy for 2020/21 will enable the Local Authority to meet its statutory duties to provide access in relation to learners of sixth form age (25 years for learners with SEND) to a school sixth form, college of further education or other approved setting. The recommendation is no changes to the Policy for 2020/21 and that the parent / student contribution remains at the same level. The Council applies a flat rate charge regardless of location to ensure that families in rural locations are not disadvantaged by the greater cost incurred.

The service has considered the contribution rates in supporting the cost of post-16 transport through its subsidised offer. The conclusion is that the contribution rate is affordable to families, and the planned income from parents / students enables the Council to continue funding the delivery of the activity. A base budget exists to meet the cost of the post-16 transport delivery less the planned income from parents / students. It should be noted that the home to school transport delivery is a demand-led budget with a number of external factors that impact on its overall cost. The position will be kept under careful consideration going forward to ensure it remains sustainable within the funds determined by the Council.

6. Consultation

a) Has Local Member Been Consulted?

n/a

b) Has Executive Councillor Been Consulted?

Yes

c) Scrutiny Comments

This report is due to be considered by a virtual meeting of the Overview and Scrutiny Management Board scheduled to be held on 30 April 2020. In usual circumstances, this report would have been considered by the Children and Young People Scrutiny Committee, but on this occasion the Committee will be invited to comment on this report by email. Any comments of the Board and the Children and Young People Scrutiny Committee will be presented to the Executive.

d) Have Risks and Impact Analysis been carried out?

Yes

e) Risks and Impact Analysis

For all groups (not just those in groups that have protected status) there are some positive impacts of the proposals. The purpose of the statement is to ensure young people have reasonable choice of course at the post 16 phase of their education and have a means of accessing it. The purpose of the financial contribution is to ensure that the service offer is sustained and those living in rural areas are not any more disadvantaged in terms of costs than those living in urban areas.

7. Appendices

These are listed below and attached at the back of the report	
Appendix A	Post 16 Education Transport Policy Statement 2020-21
Appendix B	Post 16 Transport Policy Statement 2019-20 – Equality Impact Analysis

8. Background Papers

Document title	Where the document can be viewed
Statutory Guidance for Local Authorities - January 2019	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/772913/Post16_transport_guidance.pdf

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Lincolnshire County Council Proposed Post 16 Education Transport Policy Statement 2020/21

Transport policy statement for young people aged 16-18 in further education, continuing learners aged 19 and those young people aged 19 – 24 (inclusive) with learning difficulties and/or disabilities.

**Contact Details:
Children's Services Transport Commissioning Team
County Offices
Newland
Lincoln
LN1 1YL
Tel: 01522 782020,
E-mail: schooltransportapplications@lincolnshire.gov.uk**

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CONTENTS

1. Introduction	3
2. Aims and Objectives	3
3. Transport and Travel Support	6
3.1 From the County Council	4
3.1.1 Entitlement	6
3.1.2 Specialist Courses	5
3.1.3 Concessionary	6
3.1.4 Call Connect	6
3.2 Details of fares, concessions, discounts, subsidies, passes and other travel arrangements available in Lincolnshire	6
3.2.1 From local bus operators	6
3.2.2 From schools and colleges and other providers offering Post 16 courses	7
3.2.3 Contact Details of education providers and local transport companies	8
3.3 Wheels 2 Work	16
3.4 Young Parents/Care to Learn	16
4. Transport support arrangements for learners who reach the age of 19 whilst continuing on a course	18
5. Transport support for learners with learning difficulties/disabilities	18
6. Apprenticeships and internships	19
7. Independent Travel Training/Mobility training	19
8. Help with travel support outside the Local Authority Area	19
9. Appealing against a refusal to offer transport support	19
10. Further review and engagement regarding the policy	20
14. Contact Us	20

1. Introduction

Local authorities do not have to provide free or subsidised post 16 travel support but do have a duty to prepare and publish an annual transport policy statement specifying the arrangements for the provision of transport or other support that the authority considers it necessary to make to facilitate the attendance of all persons of sixth form age receiving education or training.

All young people carrying on their education post 16 must reapply for travel support.

'Sixth form age' refers to those young people who are over 16 years of age but under 19 or continuing learners who started their programme of learning before their 19th birthday.

Local authorities also have a duty to encourage, enable and assist young people with learning difficulties/disabilities to participate in education and training, up to the age of 25.

This policy uses the term 'Post 16' to include both learners of sixth form age and those with learning difficulties/disabilities up to the age of 25.

This policy document specifies the support that Lincolnshire County Council (the Council) considers necessary to facilitate the attendance of Post 16 learners receiving education or training.

Education or training refers to learning or training at a school, further education institution, a council maintained or assisted institution providing higher or further education, an establishment funded directly by the Education Skills Funding Agency, learning providers delivering accredited programmes of learning which lead to positive outcomes and are funded by the Council, for example, colleges, charities and private learning providers.

2. Aims and Objectives

The Council has the following aims and objectives when assessing transport / travel support:

- To enable every learner reaching school leaving age living in Lincolnshire to access a course of education or training.
- To provide subsidised transport support to learners of sixth form age to the nearest or transport designated sixth form, college or other licensed provider over 3 miles from the student's home. Designated Transport Areas (DTAs) are areas drawn round colleges and schools indicating a transport entitlement. A copy of the DTAs can be found at Appendix G of the home to school/college transport policy (<https://www.lincolnshire.gov.uk/school-college-transport>). and a list of licensed providers is included at section 3.2.3 within this policy statement.

- To assess the needs of learners with special educational needs and/or disabilities (SEND) on an individual basis to determine the necessary and appropriate support required of the Council to facilitate attendance.
- To take account of the demographic makeup of the Council when determining the subsidy towards transport to include the rural nature of the county, the distances travelled by rural learners and the specific needs of SEND learners.
- To ensure the support is affordable to all by maintaining the request of a flat rate contribution towards the transport for all sixth form learners, irrespective of the factors mentioned above;
- To promote a partnership approach to supporting learners experiencing economic hardship by sign-posting learners to the support that is available from all partners, to include education providers through Bursary Support Funding.

3. Transport and Travel Support

3.1 From the Council

3.1.1 Entitlement

The policy of the County Council is to offer transport support to young learners, to their nearest or DTA sixth form or college, or other licensed provider (DTAs are areas drawn round colleges and schools indicating a transport entitlement), subject to living more than 3 miles from the sixth form or college.

If the young person meets these criteria, the Council will offer transport support to sixth form learners subject to an annual contribution of £570 (or £579 if paid in instalments) which can be paid as follows:

- A full payment of £570
- In three instalments of £193
- In 6 instalments of £96.50

Subject to the contribution being paid, transport support, usually in the form of a bus or train pass, will be provided.

The Council will consider any application made, and recommends that anyone who thinks they might be entitled to transport support to apply from March onwards. They can apply anytime from that month but if the application and payment is not made by 31 July there is no guarantee that transport will be in place for the beginning of the new academic year in September.

Transport can be applied for online (<https://www.lincolnshire.gov.uk/school-college-transport>). This is the quickest and fastest way to apply. Alternatively, if an applicant is unable to access the online form, our Customer Services Centre can take an application over the phone. Help with making applications is available by ringing 01522 782020.

We will respond to your application by writing to the applicant's e-mail or postal address confirming entitlement to transport support, and enclosing details of when and how payment of the learner contribution can be made where necessary. After an arrangement to pay the contribution has been made, where this is necessary, the travel details and pass are sent out. If transport support is refused an opportunity to appeal against the decision is given, where an applicant feels that the Council has not followed its own policy or the law or they believe there are exceptional circumstances that Officers need to be aware of. Details of the appeals process are provided at the time of the refusal.

The transport provision is one outward journey and one return journey, timed for the start and finish of the school or college day. Transport is provided to the main school or college sites only in most cases and transport is not normally provided to satellite sites as an entitlement. The Council will only support transport to a satellite site if this site is closer than the main campus, where an entitlement has been determined, and the satellite site is over three miles from the home address.

Transport provision made is appropriate to the location and timings of the school or college day. It may be necessary for a student to make his or her own way to and from a transport pick-up point up to three miles, if they are able to do so.

Learners with learning difficulties and/or disabilities may require transport support beyond the age of 18 because their further education requires attendance beyond that age. Specific details regarding the support for these learners are covered in section 5.

3.1.2 Specialist Courses

Transport support is not offered to a school or college that is not the nearest or designated one for the students address or is not the nearest that is able to meet a young person's special educational needs as defined within their Education Health and Care Plan. Additionally, account is not taken of preferred courses or specialist courses, which are not available at the nearest or designated college or school.

However, there is limited transport support available to access some specialist courses delivered from Riseholme College. These are currently:

- Agriculture (Level 2 or above)
- Environmental Studies (Level 2 or above)
- Horticulture (Level 2 or above)
- Arboriculture (Level 2 or above)
- Equine Management (Level 2 or above)

Transport support is also available under the policy to students following courses in:

- Access to Music (Lincoln only)

The above are supported if the following distance criterion is met: the distance from home to college is over 3 miles but less than 45 miles, and the student contribution is paid.

Transport support is also available to the following University Technical Colleges (UTC) if the chosen college is the nearest Post 16 College to the student's home address, is over three miles distant and the contribution is paid:

- Lincoln UTC,
- Peterborough UTC
- Scunthorpe UTC

3.1.3 Concessionary

Where a young person does not qualify against the entitlement criteria described above, they may be able to utilise spare seats on contracted vehicles (non-fare paying) serving schools and colleges, where there is no commercial 'fare paying' service in the area. These are known as 'concessionary seats'. These seats are offered at the same charging rate as for entitled learners (£570 p.a. in 2020/21) although the charge is calculated on a daily basis depending on when the seat is offered. Please ring 01522 782020 for application details. Concessionary travel/spare seat allocation is given at the discretion of the County Council's Transport Services Group (TSG) and can be withdrawn at short notice if the seat is needed for a learner entitled to transport support.

3.1.4 Call Connect

Call Connect is part of the County's public transport network, but operates on a pre-booking basis to transport people from specific pick-up points to specific set-down locations. Anyone can use the service for any purpose, and thus it may be of use to some learners who do not qualify for a bus or train pass under the County's policy. The service costs no more to use than standard bus services and registration is free. Call Connect cannot be booked more than a week ahead in most cases. Details can be obtained by ringing 0345 234 3344 or 01522 553143 or from the website www.lincsinterconnect.com

3.2 Details of fares, concessions, discounts, subsidies, passes and other travel arrangements available in Lincolnshire

3.2.1 From local bus operators

Provision of public transport in Lincolnshire is made largely by local bus operators, who offer services on a commercial basis. The County Council supports a number of local bus services to enable people to access services. Most operators have weekly or monthly travel card schemes, discounts and promotions and these can be confirmed with the operators directly. For some students living in urban areas and travelling on shorter journeys, the discounted schemes offered by the commercial operators may offer a cheaper alternative to that offered by the Council. Students

and families living in these areas are encouraged to research their travel options before making a decision on their preferred provider. There is a website which can be used to find details of services: www.lincsbus.info. Alternatively, travel information can be obtained from Traveline on: 0871 200 22 33 or www.traveline.info. The contact details for commercial operators approved by the Council are included in the contacts below.

3.2.2 From schools and colleges and other providers offering post 16 courses

Schools with sixth form provision and colleges of further education have some funding available to help students with expenses connected with their study, including travel costs. This funding is known as '**bursary funding**' as follows:

The 16 to 19 Bursary Fund

This provides financial support to help young people overcome specific barriers to participation so they can remain in education.

There are 2 types of 16 to 19 bursaries:

1. A vulnerable bursary of up to £1,200 a year for young people in one of the defined vulnerable groups below:
 - in care
 - care leavers
 - in receipt of Income Support, or Universal Credit in place of Income Support, in their own right
 - in receipt of Employment and Support Allowance or Universal Credit and Disability Living or Personal Independence Payments in their own right
2. Discretionary bursaries which institutions award to meet individual needs, for example, help with the cost of transport, meals, books and equipment

To be eligible for the discretionary bursary young people must:

- be aged 16 or over but under 19 at 31 August 2020 or
- be aged 19 or over at 31 August 2020 and have an EHCP
- be aged 19 or over at 31 August 2020 and continuing on a programme of learning they began aged 16 to 18 ('19+ continuers')
- be studying a programme that is subject to inspection by a public body which assures quality (such as Ofsted), the provision must also be funded by either a Government funding agency or the local authority

Schools and colleges are responsible for managing both types of bursary. Establishments are able to implement their own policies so we advise that they be contacted directly to discuss the support on offer and how to apply for it. Further information can be found at www.gov.uk/, search for post 16 bursaries.

Additionally, some schools and colleges contract transport directly with bus operators in their area to support their students. Unfortunately we are unable to verify the exact level and method of support offered by all individual institutions and so strongly recommend that learners check for themselves any offer of support available from education providers.

3.2.3 Contact details for education providers and local transport companies.

The following schools, colleges of further education and independent providers below, offer courses that might qualify for transport support. To find out if transport support is available to a particular provider from the Council, consult the transport policy and DTA map at Appendix G of the policy (<https://www.lincolnshire.gov.uk/school-college-transport>). You are also advised to contact the college/school/centre you are interested in directly to ask about any support there might be available with transport. These are listed in alphabetical order below:

- Alford Queen Elizabeth's Grammar School, Station Rd, Alford LN13 9HY
Tel: (01507) 462403
Website: www.gegs.co.uk
- Boston College, Skirbeck Road, Boston. PE21 6JF
Tel: (01205) 365701
Website: www.boston.ac.uk
- Boston Grammar School, South End, Boston, Lincs, PE21 6JY
Tel: (01205) 366444
Website: www.bostongrammarschool.co.uk
- Boston High School, Spilsby Road, Boston, Lincolnshire, PE21 9PF
Tel: (01205) 310505
Website: www.bostonhighschool.co.uk
- Boston The John Fielding Community Special School, Ashlawn Drive, Boston, PE21 9PX
Tel: 01205 363395
Website: www.johnfieldingschool.co.uk
- Bourne Academy, Edinburgh Crescent, Bourne, PE10 9DT
Tel: (01778) 422365
Website: www.bourneacademy.org
- Bourne Grammar School, South Road, BOURNE, PE10 9JE
Tel: (01778) 422288
Website: www.bourne-grammar.lincs.sch.uk
- Bourne Willoughby School, South Road, Bourne, Lincolnshire. PE10 9JD
Tel: (01778) 425203

Website: www.willoughby.lincs.sch.uk

- Branston Community Academy, Station Road, Branston, LN4 1LH
Tel: (01522) 880400
Website: www.branstonca.lincs.sch.uk
- Caistor Grammar School, Church Street, Caistor, LN7 6QJ
Tel: (01472) 851250
Website: www.caistorgrammar.com
- Children's Links, Suite 1&4, Gymplex Buildings, Boston Road, Horncastle
LN9 6HU
Tel: 01507 528300
Website: www.childrenslinks.org.uk
- CLIP, 8 Queen St, Market Rasen LN8 3EH
Tel: (01673) 843489
Website: www.cliplearning.com
- Deeping St James The Deepings School, Park Road, Deeping St. James, PE6
8NF
Tel: 01778 342159
Website: www.deepings.anthemtrust.uk
- Gainsborough Aegir Specialist Academy, Gainsborough Educational Village,
Sweyn Lane, Gainsborough, DN21 1PB
Tel: (01427) 619360
Website: www.aegirspecialistacademy.co.uk
- Gainsborough Queen Elizabeth's High School, Morton Terrace, Gainsborough
DN21 2ST
Tel: (01427) 612354
Website: www.gehs.lincs.sch.uk
- Grantham College, Stonebridge Road, Grantham. NG31 9AP
Tel: (01476) 400200
Website: www.grantham.ac.uk
- Grantham Kesteven and Grantham Girls' School, Sandon Road, Grantham,
NG31 9AU
Tel: 01476 563017
Website: www.kestevengrantham.lincs.sch.uk
- Grantham Sandon School, Sandon Road, Grantham, NG31 9AX
Tel: 01476 564994
Website: www.ganf.org.uk
- Grantham The King's School, Brook Street, Grantham, NG31 6RP

Tel: 01476 563180
Website: www.kings.lincs.sch.uk

- Grantham The Priory Ruskin Academy, Manthorpe Site, Rushcliffe Road, Grantham, NG31 8ED
Tel: (01476) 410410
Website: www.prioryruskin.co.uk
- Grantham Walton Academy, Harlaxton Road, Grantham, Lincolnshire, NG31 7JR
Tel: (01476) 563251
Website: www.walton-ac.org.uk
 - Grimsby Franklin College, Chelmsford Avenue, Grimsby, DN34 5BY
Tel: (01472 875000)
Website: www.franklin.ac.uk
 - Grimsby Institute, Nuns Corner, Grimsby. DN34 5BQ
Tel: (0800) 315002
Website: www.grimsby.ac.uk
 - Hill Holt Wood, Norton Disney, Lincoln LN6 9JP
Tel: (01636) 892836
Website: www.hillholtwood.co.uk
- Holbeach University Academy Holbeach, Park Road, Holbeach, Spalding PE12 7P
Tel: (01406) 423042
Website: www.universityacademyholbeach.org
- Horncastle Queen Elizabeth's Grammar School, West Street, Horncastle, LN9 5AD
Tel: (01507) 522465
Website: www.gegs.lincs.sch.uk
 - King's Lynn College of West Anglia, Tennyson Ave Kings Lynn, Norfolk PE30 2QW
Tel: (01553) 761144
Website: www.cwa.ac.uk
 - Lincoln Castle Academy, Riseholme Road, Lincoln, LN1 3SP
Tel: 01522 529203
Website: www.lincolncastleacademy.co.uk
 - Lincoln Christ's Hospital School, Wragby Road, Lincoln, LN2 4PN
Tel: 01522 881144
Website: www.christs-hospital.lincs.sch.uk

- Lincoln College, Student Services, Monks Road, Lincoln, LN2 5HQ
Tel: (01522) 876000
Website: www.lincolncollege.ac.uk
- Lincoln St Christopher's, Hykeham Road, Lincoln, LN6 8AR
Tel: 01522 528378
Website: www.lincolnstchristophers.com
- Lincoln St. Francis Community Special School, Wickenby Crescent, Lincoln, LN1 3TJ
Tel: (01522) 526498
Website: www.st-francis.lincs.sch.uk
- Lincoln St Peter and St Paul Catholic Voluntary Academy, Western Avenue, LN6 7SX
Tel: 01522 871400
Website: www.sspp.lincs.sch.uk
- Lincoln The Priory Academy LSST, Cross O'Cliff Hill, Lincoln, LN5 8PW
Tel: 01522 889977
Website: www.priorylst.co.uk
- Lincoln The Priory City of Lincoln Academy, Skellingthorpe Road, LN6 0EP
Tel: (01522) 882800
Website: www.priorycity.co.uk
- Lincoln The Priory Witham Academy, De Wint Avenue, Lincoln, LN6 7DT
Tel: (01522) 882900
Website: www.priorywitham.co.uk
- Lincoln UTC, Lindum Road, Lincoln, LN2 1PF
Tel: 01522 775990
Website: www.lincolnutc.co.uk
- Linkage Community Trust, Toynton Hall, Toynton All Saints, Spilsby, PE23 5AE
Tel: 01790 752499
Website: www.linkage.org.uk
- Louth King Edward VI Grammar School, Edward Street, Louth, LN11 9LL
Tel: 01507 600456
Website: www.kevigs.org
- Louth St Bernard's School, Wood Lane, Louth, LN11 8RS
Tel: (01507) 603776
Website: www.lwf.lincs.sch.uk
- Market Rasen De Aston School Academy Trust, Willingham Road, Market Rasen, LN8 3RF

Tel:(01673) 843415
Website: www.de-aston.lincs.sch.uk

- North Hykeham North Kesteven Academy, Moor Lane, North Hykeham, LN6 9AG
Tel: 01522 881010
Website: www.nkschool.lincs.sch.uk
- North Hykeham Sir Robert Pattinson Academy, Moor Lane, North Hykeham, LN6 9AF
Tel: (01522) 882020
Website: www.srpa.co.uk/
 - Old Leake The Giles Academy, Church End, Old Leake, Boston, PE22 9LD
Tel: 01205 870693
Website: www.gilesacademy.co.uk
- Peterborough Regional College, Park Crescent, Peterborough, Cambridgeshire PE1 4DZ
Tel: 0345 872 8722
Website: www.peterborough.ac.uk
- Peterborough, Greater Peterborough UTC, Park Crescent, Peterborough, PE1 4DZ
Tel: 01733 715950
Website: www.gputc.com
 - Riseholme College, Riseholme Park Riseholme Lane, Lincoln LN2 2LG
Tel: (01522) 895490
Website: www.bishopburton.ac.uk/riseholmecollege
- Scunthorpe John Leggott Sixth Form College, West Common Lane, Scunthorpe, DN17 1DS
Tel: (01724) 282998
Website: www.leggott.ac.uk
 - Scunthorpe North Lindsey College, Kingsway, Scunthorpe. DN17 1AJ
Tel: (01724) 294030
Website: www.northlindsey.ac.uk
- Scunthorpe, Engineering UTC Northern Lincolnshire, Carlton Street, Scunthorpe, DN15 6TA
Tel: 01724 878100
Website: www.enlutc.co.uk
 - Skegness Academy, Burgh Road, Skegness, PE25 2QH
Tel: (01754) 879122
Website: www.skegnessacademy.org

- Skegness College of Vocational Training, 28 Alghitha Road, Skegness, PE25 2AG
Tel. (01754) 766611
Website: www.skegnesscollege.co.uk
- Skegness Grammar School, Vernon Road, Skegness, PE25 2QS
Tel: (01754) 610000
Website: www.sgs.lincs.sch.uk
- Skegness TEC, Heath Road, Skegness. PE25 3SY
Tel 0800 389 0097
Website: <https://skegnesstec.ac.uk>
- Sleaford Carre's Grammar School Academy Trust, Northgate, Sleaford, NG34 7DD
Tel: (01529) 302181
Website: www.carres.lincs.sch.uk
- Sleaford Kesteven & Sleaford High School Selective Academy, Jermyn Street, Sleaford, Lincolnshire, NG34 7RS
Tel: 01529 414 044
Website: www.kshssa.co.uk
- Sleaford St George's Academy, Westgate, Sleaford, NG34 7PP
Tel: 01529 302487
Website: www.st-georges-academy.org
- Spalding Grammar School, Priory Road, Spalding, PE11 2XH
Tel. (01775) 765800
Website: www.spaldinggrammar.lincs.sch.uk
- Spalding High School, Stonegate, Spalding, PE11 2PJ
Tel: 01775 722110
Website: www.spaldinghigh.lincs.sch.uk
- Spalding The Garth School ,Pinchbeck Road, Spalding, PE11 1QF
Tel: 01775 725566
Website: www.spaldingspecialschools.co.uk
- Spilsby The Eresby School, Eresby Avenue, Spilsby, PE23 5HU
Tel: 01790 752441
Website: www.eresbyspecialschool.co.uk
- Stamford New College Stamford, Drift Road, Stamford. PE9 1XA
Tel: (01780) 484300
Website: www.stamford.ac.uk

- Welbourn Sir William Robertson Academy Ltd, Main Road, Welbourn, LN5 0PA
Tel: (01400) 272422
Website: www.swracademy.org
- Welton William Farr Church of England Comprehensive School, Lincoln Road, Welton, LN2 3JB
Tel: (01522) 866900
Website: www.williamfarr.lincs.sch.uk
 - YPLP, Earlesfield Centre, Trent Road, Grantham, Lincs, NG31 7XQ
Tel: 01476 592169
Website: www.lincolnshire.gov.uk/school-attendance/young-peoples-learning-provision

The following commercial operators may also offer discounted travel schemes:

- A C Williams, 1 Station Approach, Ancaster, Grantham NG32 3QY
Tel: 01400 230491
Website/E-mail: www.acwcoaches.co.uk / info@acwcoaches.co.uk
- Brylaine Travel, 291 London Road, Wyberton, Boston PE21 7DD
Tel: 01205 364087
Website/E-mail: www.brylaine.co.uk
- Centrebus, 43 Wenlock Way Leicester LE4 9H
Tel: 0844 351 1120
Website/E-mail: www.centrebus.info / Help@centrebus.com
- Coach Langtoft, 4 West End, Langtoft, Peterborough PE6 9LS
Tel: 01778 349102
Website/E-mail: www.coach-tour.com / office@coachoflangtoft.co.uk
- Delaines, 8 Spalding Road, Bourne Lincolnshire PE10 9LE
Tel: 01778 422866
Website/E-mail: www.delainebuses.com / enquiries@delainebuses.com
- Dents Coaches, The Poplars, North Kelsey, Market Rasen, Lincs. LN7 6ET
Tel: 01673 828086
Website/E-mail: www.jrdentcoaches.co.uk / jrdentcoaches@hotmail.co.uk
- Dickinsons, Broadgate, Wrangle Boston Lincs PE22 9DY
Tel: 01205 870633
Website/E-mail: www.dickinsons-coaches.co.uk / ddickinson@mod-comp.co.uk
- Fowlers Coaches, 155 Dog Drove, Holbeach Drove, Spalding PE12 0SD
Tel: 01406 330 232
Website/E-mail: www.fowlerstravel.co.uk / Fowlercoaches@gmail.com

- Grayscroft, 15A Victoria Road, Mablethorpe Lincolnshire LN12 2AF
Tel: 01507 477073
Website/E-mail: www.grayscroft.co.uk / Info@Grayscroft.co.uk
- Hornsby Travel Services Ltd, 51 Ashby High Street, Scunthorpe, DN16 2NB
Tel: 01724 282255
Website/E-mail: www.hornsbytravel.co.uk / info@Hornsbytravel.co.uk
- Hunts Coaches, 2-3 West Street, Alford, Lincolnshire LN13 9DG
Tel: 01507 463000
Website/E-mail: www.hunts-coaches.co.uk / travel.office@hunts-coaches.co.uk
- Mark Bland Travel, Maples Yard, Essendine Road, Ryhall, Stamford, Lincs. PE9 4JN
Tel: 01780 751671
Website/E-mail: Info@markblandtravel.com
- Marshalls of Sutton on Trent, 11 Main Street, Sutton On Trent, Newark NG23 6PF
Tel: 01636 822227
Website/E-mail: www.marshallscoaches.co.uk / Office@marshallscoaches.co.uk
- P C Coaches, 17 Crofton Road, Lincoln LN3 4NL
Tel: 01522 533605
Website/E-mail: www.pccoaches.co.uk or enquiries@pccoaches.co.uk
- Phil Haines Coaches, Ralphp Lane Boston, Lincolnshire PE20 1QU
Tel: 01205 722 359
Website/E-mail: <https://www.philhainescoaches.co.uk> / enquiries@philhainescoaches.co.uk
- Shaws Coaches, 49 High Steet, Maxey, Peterborough, PE6 9EF
Tel: 01778 342224
Website/E-mail: www.shawscocoaches.co.uk / enquiries@shawscocoaches.co.uk
- Sleafordian Coaches, Pride Parkway, East Road, Sleaford NG34 8GL
Tel: 01529 303333
Website/E-mail: www.sleafordian.co.uk / Office@sleafordian.co.uk
- South West Trains, Overline House, Southampton, SO15 1GW
Tel: 0345 6000 650
Website/E-mail: www.southwesttrains.co.uk
- Stagecoach in the Fens, 351 Peterborough Road, Peterborough, Cambs. PE1 2PF
Tel: 01733 554575
Website/E-mail: Eastmidlands.enquiries@stagecoachbus.com
- Stagecoach East Midlands, Warneford House, Runcorn Road, LINCOLN LN6 3QP

Tel: 0345 605 0 605

Website/E-mail: Eastmidlands.enquiries@stagecoachbus.com

- Travel Wright, Brunel Business Park, Jessop Close, Newark NG34 2AG

Tel: 01636 703813

Website/E-mail: www.travelwright.co.uk / info@travelwright.co.uk

3.3 Wheels to work and training

Wheels 2 Work is a scheme to provide transport (normally mopeds, but also scooters and electric bicycles) for those who otherwise could not access work or training.

The scheme operates as a social enterprise and will assist post 16 students who have genuine transport needs (which will be assessed before entry on to the scheme is agreed) and to help reduce the number of young people not in education, employment or training (NEETS) in the county. Please note that capacity is limited. For details of the scheme, look on the Website at <https://wheels2worklincs.co.uk/>

3.4 Young parents / Care to Learn

If you are a young parent under aged 20, Care to Learn can help pay for your childcare and related travel costs, up to £160 per child per week, while you're learning.

Care to Learn can help with the cost of:

- childcare, including deposit and registration fees
- a childcare 'taster' session (up to 5 days)
- keeping your childcare place over the summer holidays
- taking your child to the childcare provider

Types of child care

The childcare provider must be Ofsted registered and can be a:

- childminder
- pre-school playgroup
- day nursery
- out of school club

If your child needs specialist childcare, the provider must also be on the Care Quality Commission's register for specialist provision.

If you want a relative to get Care to Learn for looking after your child they need to be both:

- providing registered childcare for children they're not related to
- living apart from you and your child

Payments

Childcare payments go directly to your childcare provider.

Before your childcare provider can be paid:

- your childcare provider needs to confirm your child's attendance
- your school or college needs to confirm that you're attending your course

Payments for travel costs go to your school or college - they'll either pay you or arrange travel for you.

Attendance Payments will stop if:

- you stop attending your course
- you finish your course
- your child stops attending childcare

Eligibility

You can get Care to Learn if:

- you're a parent aged under 20 at the start of your course
- you're the main carer for your child
- you live in England
- you're either a British citizen or a national of a European Economic Area (EEA) country
- your course is publicly funded (check with your school or college)
- your childcare provider is registered with Ofsted or the Care Quality Commission

Type of course

Care to Learn is only available for courses in England that have some public funding. This includes courses that take place in:

- Schools
- School sixth forms
- Sixth form colleges
- other colleges and learning providers, including Foundation Learning
- your community at Children's Centres

For more information please visit <https://www.gov.uk/care-to-learn/how-to-claim>

4. Transport support arrangements for learners who reach the age of 19 whilst continuing on a programme of learning

For any young person wishing to check their eligibility for transport beyond years 12 and 13, it will be necessary for them to complete a new application for consideration.

Providing the student or pupil had not reached his or her 19th birthday before the programme of learning began (a date of 1st September is used to determine the notional start date of a course), and remains otherwise eligible for transport, the support will be continued for the remainder of that school or college year only, subject to the financial contribution being paid.

Where a learner has begun their programme of learning before their 19th birthday and the Council has determined it is necessary to support the transport, they will be asked to make a contribution towards the transport support.

Transport is provided at the beginning and end of the school/college day. The transport provision is one outward journey and one return journey, timed for the start and finish of the school or college day. Transport is provided to the main school or college sites only in most cases and transport is not normally provided to satellite sites as an entitlement. The Council will only support transport to a satellite site if this site is closer than the main campus, where an entitlement has been determined, and the satellite site is over three miles from the home address.

Transport will only continue beyond the age of 18 for learners with learning difficulties and/or disabilities who are subject to an EHCP, when transport support may be offered until they are 25 years, if needed to complete an appropriate programme of learning. Further details regarding this are described in section 5.

5. Transport support for learners with learning difficulties/disabilities

Learners with learning difficulties/disabilities are individually assessed for transport needs and appropriate arrangements are made to ensure that their specific needs, as detailed within their EHCP, are met. Transport support for learners with learning difficulties/disabilities with an EHCP is available under the policy until they reach 25 years if necessary, in order to complete an appropriate programme of learning.

Learners with learning difficulties/disabilities who began their programme of learning before their 19th birthday (a date of 1st September is used to determine the notional start date of a course) will be asked to pay the contribution as described in section 3.1.

Learners with learning difficulties/disabilities, who began a new programme of learning after their 19th birthday and the Council have determined that it is necessary to support their transport arrangements, will not be asked to make a contribution towards the transport provision.

Transport is provided to the main school or college sites only in most cases and transport is not normally provided to satellite sites as an entitlement. The Council will only support transport to a satellite site if this site is closer than the main campus, where an entitlement has been determined, and the satellite site is over three miles from the home address. Many schools and colleges provide onward transport support to satellite sites. Young people are therefore encouraged to discuss these arrangements with their establishment.

6. Apprenticeships and internships

The County Council's post 16 transport support policy does not apply to apprenticeships or internships. For information on support in respect of

apprenticeships, contact your apprenticeship provider or the website: www.apprenticeships.org.uk

7. Independent Travel Training/Mobility training

Mobility and independence with travel training is available to eligible students who have difficulty with transport. Applications for help should be made either to the County Council by ringing 01522 782020 or by speaking to the Student Services Officer or Head of Sixth Form at the school or college. The aim of the training and support is to help bring about the confidence and develop skills needed to travel independently.

8. Help with travel support outside the Local Authority Area (LAA)

Transport support is offered on the basis of the policy criteria stated above to a school college or other further education institution that is outside the LA boundary if it is the nearest or designated school or college to the student's home address.

Lincolnshire based learners living in areas bordering other local authority areas are thus able to travel to centres beyond the Lincolnshire border if it is the nearest appropriate school or college to access a course, and the travelling time is reasonable (up to 75 minutes per journey). The DTAs for colleges are shown on a map at Appendix G of the Policy Document.

9. Appealing against a refusal to offer transport support

If transport support is refused (which should be given as a decision in writing, with a reason), an applicant is entitled to appeal the decision by asking for a review if the applicant feels that the Council has not applied the law or its policy correctly, or there are exceptional circumstances Officers need to be aware of when making their decision. A refusal to offer transport support will be based on the fact that one or more of the policy criteria has not been met. Details of how to appeal are given in the letter notifying the decision.

10. Further review and engagement regarding the policy

The Post 16 Transport Policy is reviewed annually. We will seek to obtain views from parents, carers, students, education providers, transport providers and any other interested parties regarding the 2021/22 policy in February and March 2021. Following this the 2021/22 policy, inclusive of any revisions, will be published in May 2021.

11. Contact us

You can contact us in a number of ways, detailed below.

For information and queries on ***transport entitlement:***

Transport Commissioning Team
County Offices
Newland
LINCOLN
LN1 1YL

Tel: 01522 782020

Fax: 01522 516054

Email: schooltransportapplications@lincolnshire.gov.uk

For information and queries on the ***transport that has been provided***, tickets etc.:

Transport Services Group
Lincolnshire County Council
Crown House
Grantham Street
LINCOLN
LN2 1BD

Tel: 01522 782020

Fax: 01522 568735

Email: tsg@lincolnshire.gov.uk

For Main Office and Switchboard (***all County Council services***)

Lincolnshire County Council
County Offices,
Newland,
LINCOLN
LN1 1YL

Equality Impact Analysis to enable informed decisions

The purpose of this document is to:-

- I. help decision makers fulfil their duties under the Equality Act 2010 and
- II. for you to evidence the positive and adverse impacts of the proposed change on people with protected characteristics and ways to mitigate or eliminate any adverse impacts.

Using this form

This form must be updated and reviewed as your evidence on a proposal for a project/service change/policy/commissioning of a service or decommissioning of a service evolves taking into account any consultation feedback, significant changes to the proposals and data to support impacts of proposed changes. The key findings of the most up to date version of the Equality Impact Analysis must be explained in the report to the decision maker and the Equality Impact Analysis must be attached to the decision making report.

****Please make sure you read the information below so that you understand what is required under the Equality Act 2010****

Equality Act 2010

The Equality Act 2010 applies to both our workforce and our customers. Under the Equality Act 2010, decision makers are under a personal duty, to have due (that is proportionate) regard to the need to protect and promote the interests of persons with protected characteristics.

Protected characteristics

The protected characteristics under the Act are: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

Section 149 of the Equality Act 2010

Section 149 requires a public authority to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by/or under the Act
- Advance equality of opportunity between persons who share relevant protected characteristics and persons who do not share those characteristics
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The purpose of Section 149 is to get decision makers to consider the impact their decisions may or will have on those with protected characteristics and by evidencing the impacts on people with protected characteristics decision makers should be able to demonstrate 'due regard'.

Decision makers duty under the Act

Having had careful regard to the Equality Impact Analysis, and also the consultation responses, decision makers are under a personal duty to have due regard to the need to protect and promote the interests of persons with protected characteristics (see above) and to:-

- (i) consider and analyse how the decision is likely to affect those with protected characteristics, in practical terms,
- (ii) remove any unlawful discrimination, harassment, victimisation and other prohibited conduct,
- (iii) consider whether practical steps should be taken to mitigate or avoid any adverse consequences that the decision is likely to have, for persons with protected characteristics and, indeed, to consider whether the decision should not be taken at all, in the interests of persons with protected characteristics,
- (iv) consider whether steps should be taken to advance equality, foster good relations and generally promote the interests of persons with protected characteristics, either by varying the recommended decision or by taking some other decision.

Conducting an Impact Analysis

The Equality Impact Analysis is a process to identify the impact or likely impact a project, proposed service change, commissioning, decommissioning or policy will have on people with protected characteristics listed above. It should be considered at the beginning of the decision making process.

The Lead Officer responsibility

This is the person writing the report for the decision maker. It is the responsibility of the Lead Officer to make sure that the Equality Impact Analysis is robust and proportionate to the decision being taken.

Summary of findings

You must provide a clear and concise summary of the key findings of this Equality Impact Analysis in the decision making report and attach this Equality Impact Analysis to the report.

Impact – definition

An impact is an intentional or unintentional lasting consequence or significant change to people's lives brought about by an action or series of actions.

How much detail to include?

The Equality Impact Analysis should be proportionate to the impact of proposed change. In deciding this asking simple questions “Who might be affected by this decision?” “Which protected characteristics might be affected?” and “How might they be affected?” will help you consider the extent to which you already have evidence, information and data, and where there are gaps that you will need to explore. Ensure the source and date of any existing data is referenced.

You must consider both obvious and any less obvious impacts. Engaging with people with the protected characteristics will help you to identify less obvious impacts as these groups share their perspectives with you.

A given proposal may have a positive impact on one or more protected characteristics and have an adverse impact on others. You must capture these differences in this form to help decision makers to arrive at a view as to where the balance of advantage or disadvantage lies. If an adverse impact is unavoidable then it must be clearly justified and recorded as such, with an explanation as to why no steps can be taken to avoid the impact. Consequences must be included.

Proposals for more than one option If more than one option is being proposed you must ensure that the Equality Impact Analysis covers all options. Depending on the circumstances, it may be more appropriate to complete an Equality Impact Analysis for each option.

The information you provide in this form must be sufficient to allow the decision maker to fulfil their role as above. You must include the latest version of the Equality Impact Analysis with the report to the decision maker. Please be aware that the information in this form must be able to stand up to legal challenge.

Background Information

Title of the policy / project / service being considered	Post 16 Transport Policy – updated 2020	Person / people completing analysis	Children's Commissioning - Transport Team
Service Area	Children's Commissioning - Transport	Lead Officer	Teri Marshall – Education Transport Manager
Who is the decision maker?	Councillor Mrs P Bradwell	How was the Equality Impact Analysis undertaken?	Review of policy during consultation with stakeholders 2020.
Date of meeting when decision will be made	24/04/2020	Version control	1.0
Is this proposed change to an existing policy/service/project or is it new?	Existing policy/service/project	LCC directly delivered, commissioned, re-commissioned or de-commissioned?	Commissioned

Describe the proposed change

No changes to the previous policy issued in 2019/20.

Evidencing the impacts

In this section you will explain the difference that proposed changes are likely to make on people with protected characteristics. To help you do this first consider the impacts the proposed changes may have on people without protected characteristics before then considering the impacts the proposed changes may have on people with protected characteristics.

You must evidence here who will benefit and how they will benefit. If there are no benefits that you can identify please state 'No perceived benefit' under the relevant protected characteristic. You can add sub categories under the protected characteristics to make clear the impacts. For example under Age you may have considered the impact on 0-5 year olds or people aged 65 and over, under Race you may have considered Eastern European migrants, under Sex you may have considered specific impacts on men.

Data to support impacts of proposed changes

When considering the equality impact of a decision it is important to know who the people are that will be affected by any change.

Population data and the Joint Strategic Needs Assessment

The Lincolnshire Research Observatory (LRO) holds a range of population data by the protected characteristics. This can help put a decision into context. Visit the LRO website and its population theme page by following this link: <http://www.research-lincs.org.uk> If you cannot find what you are looking for, or need more information, please contact the LRO team. You will also find information about the Joint Strategic Needs Assessment on the LRO website.

Workforce profiles

You can obtain information by many of the protected characteristics for the Council's workforce and comparisons with the labour market on the [Council's website](#). As of 1st April 2015, managers can obtain workforce profile data by the protected characteristics for their specific areas using Agresso.

Positive impacts

The proposed change may have the following positive impacts on persons with protected characteristics – If no positive impact, please state 'no positive impact'.

Age	All entitled students must pay a contribution towards transport costs. The users of the service are primarily year 12 and 13 school students (16 – 18 years of age), but also SEND learners aged up to 25. The age of the pupils benefitting from the policy remains the same. The proposal is that the financial contribution will remain the same for 2020 with no increase. It is felt that the contribution is currently set at level which helps to stabilise the subsidy required from the Council, in order to continue to sustain the policy in the medium term. The clarification of the duties for SEND learners who begin a course after their 19 th birthday will have a positive impact for the students as are able to benefit from free transport.
Disability	All entitled students of sixth form age must pay a contribution towards transport costs. The users of the service must pay this regardless of recognised learning difficulties and/or physical disability. The proposal is that the financial contribution will remain the same for sixth form learners in 2020 with no increase. It is felt that the contribution is currently set at level which helps to stabilise the subsidy required from the Council, in order to continue to sustain the policy in the medium term. The financial contribution from students with a recognised disability and/or learning disability will remain at a flat rate cost across the county to ensure it remains affordable for students and parents. For those students who have an EHCP, who are starting a new course and are over the age of 19 on the 1 st September of the year the course starts, they will be provided with necessary transport free of charge. This is because these learners are relevant adult learners and fall under this legislation.
Gender reassignment	The transport entitlement offer and financial contribution for 2020 remains the same regardless of gender reassignment. The removal of the post 16 charge for those who have an EHCP, starting a new course and are over the age of 19 on the 1 st September of the year the course starts applies to all those that meet this criteria regardless of gender reassignment.
Marriage and civil partnership	The transport entitlement offer and contribution for 2020 remains the same regardless of marriage and civil partnership. The removal of the post 16 charge for those who have an EHCP, starting a new course and are over the age of 19 on the 1 st September of the year the course starts applies to all those that meet this criteria regardless of marriage and civil partnership.
Pregnancy and maternity	The transport entitlement offer and contribution for 2020 remains the same regardless of pregnancy and maternity. The removal of the post 16 charge for those who have an EHCP, starting a new course and are over the age of 19 on the 1 st September of the year the course starts apply to all that meet these criteria regardless of pregnancy and maternity. Reference is also made within the Policy to the government's Care to Learn initiative which helps to support young parents under the age of 20 with access to education through available funding to support childcare costs and transport costs in

	some cases. This is a government initiative and applications and enquiries are therefore made directly to the DfE.
Race	The transport entitlement offer and contribution for 2020 remains the same regardless of race. The removal of the post 16 charge for those who have an EHCP, starting a new course and are over the age of 19 on the 1 st September of the year the course starts apply to all that meet these criteria regardless of race.
Religion or belief	The transport entitlement offer and contribution for 2020 remains the same regardless of religion or belief. The removal of the post 16 charge for those who have an EHCP, starting a new course and are over the age of 19 on the 1 st September of the year the course starts apply to all that meet these criteria regardless of religion or belief.
Sex	The transport entitlement offer and contribution for 2020 remains the same regardless of sex. The removal of the post 16 charge for those who have an EHCP, starting a new course and are over the age of 19 on the 1 st September of the year the course starts apply to all that meet these criteria regardless of sex.
Sexual orientation	The transport entitlement offer and contribution for 2020 remains the same regardless of sexual orientation. The removal of the post 16 charge for those who have an EHCP, starting a new course and are over the age of 19 on the 1 st September of the year the course starts apply to all that meet these criteria regardless of sexual orientation.

If you have identified positive impacts for other groups not specifically covered by the protected characteristics in the Equality Act 2010 you can include them here if it will help the decision maker to make an informed decision.

For all groups (not merely those in groups that have protected status), there are some positive impacts of the proposals. The purpose of the policy is to ensure access to Post 16 education across the county, but to also ensure that the service is sustainable in the medium term. This will indirectly support bus and taxi providers by maintaining a major customer base and providing income. This will in turn support the local (particularly rural) population by maintaining local bus services and taxi firms. Maintained transport support will have a positive impact on the local economy and will help support people living in rural areas. They will be less likely to move to larger centres of population to be nearer secondary schools and colleges.

The 2020 post 16 transport policy will continue to offer transport support county wide. The flat rate contribution continues to ensure that rural students, whose transport provision is usually more expensive, are not disadvantaged when compared with their peers based on where they live. The removal of the charge for those young adults who have an EHCP, starting a new course and are over the age of 19 on the 1st September of the year the course starts, improves opportunities to access further education when they meet the qualifying criteria.

Adverse/negative impacts

You must evidence how people with protected characteristics will be adversely impacted and any proposed mitigation to reduce or eliminate adverse impacts. An adverse impact causes disadvantage or exclusion. If such an impact is identified please state how, as far as possible, it is justified; eliminated; minimised or counter balanced by other measures.

If there are no adverse impacts that you can identify please state 'No perceived adverse impact' under the relevant protected characteristic.

Negative impacts of the proposed change and practical steps to mitigate or avoid any adverse consequences on people with protected characteristics are detailed below. If you have not identified any mitigating action to reduce an adverse impact please state 'No mitigating action identified'.

Age	<p>Younger people (age 16 – 18) are more likely than the general population to be users of public transport due to driving licence age and cost of private transport. Colleges are more likely to be a longer distance from the home than the primary or secondary school as there are fewer of them and they tend to be sited in major centres of population. Therefore, this group of students/parents may be more reliant on LCC home to school transport.</p> <p>Mitigating action. Survey asking for their opinions – which will be considered at the decision time. There is no increase in charge proposed within the 2020 policy. Parents/carers/students can apply to their chosen school/college for a bursary which if granted may contribute towards transport costs.</p>
Disability	<p>Students and parents/carers who have recognised learning difficulties and/or physical disability are more likely to have lower disposable income as they may be less likely to be in secure well paid employment. If the parents/carers are more likely to have lower disposable income, they may be less likely to have access to private transport. Colleges are more likely to be a longer distance from the home for rural based students than the primary or secondary school as there are fewer of them and they tend to be sited in major centres of population. Therefore, this group of students/parents may be more reliant on LCC home to school transport. An increase in cost may disproportionately affect this group. Students with SEND may stay in education until the age of 25 and therefore may be required to pay a contribution towards transport for longer.</p> <p>Mitigating action. Survey asking for their opinions – which will be considered at the decision time. There is no increase in charge proposed for the 2020 policy. Parents/carers/students can apply to their chosen school/college for a bursary which if granted may contribute towards transport costs. Students staying in education up to age 25 will have their transport support offered for longer and the transport will continue to be affordable when compared with other transport solutions within the county. For those who start their course after their 19th birthday and are in receipt of an EHCP, any necessary</p>

	transport will be offered free of charge.
Gender reassignment	No negative impact or mitigating action identified
Marriage and civil partnership	No negative impact or mitigating action identified
Pregnancy and maternity	Students who fall within this category may find it difficult to access education due to the cost of childcare or the associated travel costs. Mitigating action. Reference is made within the Policy to the government's Care to Learn initiative which helps to support young parents under the age of 20 with access to education by funding childcare costs and transport costs in some cases.
Race	The transport policy booklets, application forms and online information are printed in English and the transport applications are completed in English. People whose first language is other than English may have difficulty in understanding the letter/survey. Mitigating action. The policy booklet and LCC website ask people to contact the Council if they need help with reading the information. Also liaison with relevant schools and colleges helps to ensure important information is relayed to parents in an appropriate way.
Religion or belief	No negative impact or mitigating action identified
Sex	No negative impact or mitigating action identified

Sexual orientation	No negative impact or mitigating action identified
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If you have identified negative impacts for other groups not specifically covered by the protected characteristics under the Equality Act 2010 you can include them here if it will help the decision maker to make an informed decision.

There are no other negative impacts identified for other groups.

Stakeholders

Stake holders are people or groups who may be directly affected (primary stakeholders) and indirectly affected (secondary stakeholders)

You must evidence here who you involved in gathering your evidence about benefits, adverse impacts and practical steps to mitigate or avoid any adverse consequences. You must be confident that any engagement was meaningful. The Community engagement team can help you to do this and you can contact them at consultation@lincolnshire.gov.uk

State clearly what (if any) consultation or engagement activity took place by stating who you involved when compiling this EIA under the protected characteristics. Include organisations you invited and organisations who attended, the date(s) they were involved and method of involvement i.e. Equality Impact Analysis workshop/email/telephone conversation/meeting/consultation. State clearly the objectives of the EIA consultation and findings from the EIA consultation under each of the protected characteristics. If you have not covered any of the protected characteristics please state the reasons why they were not consulted/engaged.

Objective(s) of the EIA consultation/engagement activity

- To identify the groups of people we want to engage in the survey
- To identify barriers that may prevent people from receiving, reading, understanding and returning the letter/survey
- To identify mitigating actions to maximise the completed surveys returned
- To evaluate the survey findings.
- To implement agreed changes.
- To produce a Policy Statement on the DfE's suggested template.

Who was involved in the EIA consultation/engagement activity? Detail any findings identified by the protected characteristic

Age	Snap Survey for young people, transport providers and education providers, direct contact made with current year 11 and post 16 students in receipt of transport, utilisation of social media and direct contact made with key interest groups to sign post to the survey
Disability	Snap Survey for young people, transport providers and education providers, direct contact made with current year 11 and post 16 students in receipt of transport, utilisation of social media and direct contact made with key interest groups to sign post to the survey
Gender reassignment	Snap Survey for young people, transport providers and education providers, direct contact made with current year 11 and post 16 students in receipt of transport, utilisation of social media and direct contact made with key interest groups to sign post to the survey
Marriage and civil partnership	Snap Survey for young people, transport providers and education providers, direct contact made with current year 11 and post 16 students in receipt of transport, utilisation of social media and direct contact made with key interest groups to sign post to the survey
Pregnancy and maternity	Snap Survey for young people, transport providers and education providers, direct contact made with current year 11 and post 16 students in receipt of transport, utilisation of social media and direct contact made with key interest groups to sign post to the survey
Race	Snap Survey for young people, transport providers and education providers, direct contact made with current year 11 and post 16 students in receipt of transport, utilisation of social media and direct contact made with key interest groups to sign post to the survey
Religion or belief	Snap Survey for young people, transport providers and education providers, direct contact made with current year 11 and post 16 students in receipt of transport, utilisation of social media and direct contact made with key interest groups to sign post to the survey

Sex	Snap Survey for young people, transport providers and education providers, direct contact made with current year 11 and post 16 students in receipt of transport, utilisation of social media and direct contact made with key interest groups to sign post to the survey
Sexual orientation	Snap Survey for young people, transport providers and education providers, direct contact made with current year 11 and post 16 students in receipt of transport, utilisation of social media and direct contact made with key interest groups to sign post to the survey
Are you confident that everyone who should have been involved in producing this version of the Equality Impact Analysis has been involved in a meaningful way? The purpose is to make sure you have got the perspective of all the protected characteristics.	All stakeholders were invited to comment on the proposed policy and add comments on the snap survey between the 30 th January and the 1st March 2020. Direct contact was made with current year 11 and post 16 students in receipt of transport. Regular social media updates, school news updates and email reminders were sent before and during the consultation period. All views received have been considered and reported for a formal decision to be made by Councillor Bradwell regarding the adoption of the proposed transport policy statement for 2020/21.
Once the changes have been implemented how will you undertake evaluation of the benefits and how effective the actions to reduce adverse impacts have been?	We will take into account views from Parents, Carers and young people including schools and colleges which has to be balanced with what the Council is able to offer given the financial constraints it is bound by. The results of the 2020 engagement process will be collated and summarised. We will monitor the take up of Post 16 transport support during the 2020/21 academic to see if the Post 16 transport policy continues to be sustainable and meet the needs of young people in Lincolnshire.

Further Details

Are you handling personal data?	No If yes, please give details.
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Actions required	Action	Lead officer	Timescale
Include any actions identified in this analysis for on-going monitoring of impacts.	Review of the effects of the policy during 2020/21	Teri Marshall – Education Transport Manager	September 2020 to April 2021

Version	Description	Created/amended by	Date created/amended	Approved by	Date approved
1.0	Issued following statutory duty to consult annually on the Post 16 Transport Policy Statement	Teri Marshall	10/03/20	Charlotte Gray	10/03/20

Equality Impact Analysis

Examples of a Description:
 'Version issued as part of procurement documentation'
 'Issued following discussion with community groups'
 'Issued following requirement for a service change; Issued following discussion with supplier'

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Open Report on behalf of Debbie Barnes OBE, Chief Executive

Report to:	Executive
Date:	05 May 2020
Subject:	Draft Corporate Plan Success Framework 2020-2023
Decision Reference:	I019760
Key decision?	No

Summary:

The Report seeks approval for the draft Corporate Plan Success Framework 2020-2023 attached at Appendix B as the next phase in organisational planning following the County Council approving a new Corporate Plan 2020-2030 for the Council in December 2019.

Recommendation(s):

That the Executive:-

1. Considers and approves the document attached to this Report at Appendix B as the Lincolnshire County Council Corporate Plan Success Framework 2020-2023 to take effect from 1 May 2020.
2. Approves the planned revision of the Council's performance framework, which will be the subject of a subsequent report.

Alternatives Considered:

The development of Directorate Plans was considered, with priority activities for each directorate in the Council, linked to the ambitions in the Corporate Plan.

Reasons for Recommendation:

The draft Corporate Plan Success Framework 2020-2023 enables officers to work as One Council, collectively implementing activity in order to achieve the ambitions in the Corporate Plan as one organisation.

1. Background

- 1.1 At the meeting of the County Council on 13 September 2019, the Council approved the vision and strategic ambitions for a new Corporate Plan for the Council. At the meeting of the County Council on 11 December 2019, the new Corporate Plan 2020/30 for the Council was approved, to take effect as part of the Council's Policy Framework from 1 April 2020 – see Appendix A for the Corporate Plan. At the same meeting, the Council also approved the continued reporting against existing measures in the current Council Business Plan in the next financial year, beginning 1 April 2020. This was with a view to new performance indicators being developed through the next phase in organisational planning, which was intended to be the development of Directorate Plans with priority activities for each directorate in the Council, linked to the ambitions in the Corporate Plan, by the end of May 2020.
- 1.2 The Corporate Leadership Team (CLT) and Assistant Directors have since been working together to develop Directorate Plans. However during the development of the Directorate Plans it became clear that in order to work as One Council, individual Directorate Plans should be replaced by a Corporate Plan Success Framework 2020-2023 covering the Council as a whole. The draft Framework developed by CLT and Assistant Directors is attached in Appendix B.
- 1.3 The draft Corporate Plan Success Framework 2020-2023 outlines the developmental activity that will be undertaken during the first three year period of the ten year Corporate Plan, in order to achieve the four ambitions the Council has established in the Plan. It does not include all of the Council's business as usual activity, as this is captured within the planning arrangements within each service area.
- 1.4 The draft Corporate Plan Success Framework 2020-2023 also includes proposed performance indicators. The indicators are intended to demonstrate progress towards achieving the Council's four ambitions for Lincolnshire, some aspects of which relate to the Council's performance. Some of the indicators are new and will need further work to be established, whilst others are indicators the Council already uses to monitor performance.
- 1.5 If the performance indicators are approved by the Executive, the Council's performance framework will be revised to include them, alongside existing service specific measures, which will be retained where appropriate (including statutory measures and those in the current Council Business Plan). A revised performance framework will be the subject of a subsequent report, including more detailed information for each of the indicators.
- 1.6 In addition to the revised performance framework, CLT will monitor the progress of each activity in the draft Corporate Plan Success Framework 2020-2023 and commission an evaluation of progress towards the Corporate Plan at the end of the three year delivery period.

2. Legal Issues:

Equality Act 2010

Under section 149 of the Equality Act 2010, the Council must, in the exercise of its functions, have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The relevant protected characteristics are age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.

Having due regard to the need to advance equality of opportunity involves having due regard, in particular, to the need to:

- Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic.
- Take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.
- Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.

Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to tackle prejudice, and promote understanding.

Compliance with the duties in section 149 may involve treating some persons more favourably than others.

The duty cannot be delegated and must be discharged by the decision-maker. To discharge the statutory duty the decision-maker must analyse all the relevant material with the specific statutory obligations in mind. If a risk of adverse impact is identified consideration must be given to measures to avoid that impact as part of the decision making process.

An Equality Impact Analysis was undertaken regarding the Corporate Plan and is attached at Appendix C. The Analysis identifies a number of areas where the contents of the Plan can be expected to impact positively on people with a

protected characteristic. No negative impacts are identified as the Plan sets out the guiding vision and strategic ambitions of the Council. The specific activities included within the draft Corporate Plan Success Framework 2020-2023, designed to further that vision and those ambitions, will have due regard to the Council's equality duties.

Joint Strategic Needs Analysis (JSNA) and the Joint Health and Wellbeing Strategy (JHWS)

The Council must have regard to the Joint Strategic Needs Assessment (JSNA) and the Joint Health and Wellbeing Strategy (JHWS) in coming to a decision.

The content of the draft Corporate Plan Success Framework 2020-2023 has had due regard to both the JSNA and the JHWS and contain ambitions for the health and wellbeing of the Council's area and residents.

Crime and Disorder

Under section 17 of the Crime and Disorder Act 1998, the Council must exercise its various functions with due regard to the likely effect of the exercise of those functions on, and the need to do all that it reasonably can to prevent crime and disorder in its area (including anti-social and other behaviour adversely affecting the local environment), the misuse of drugs, alcohol and other substances in its area and re-offending in its area.

Due regard has been had to crime and disorder matters and the draft Corporate Plan Success Framework 2020-2023 contains ambitions in relation to public protection.

3. Conclusion

3.1 The draft Corporate Plan Success Framework 2020-2023 in Appendix B outlines the developmental activity that it is proposed will be undertaken during the first three year period of the ten year Corporate Plan, in order to achieve the four ambitions for Lincolnshire established within the Corporate Plan.

3.2 The Report seeks approval for the draft in Appendix B.

3.3 The draft Corporate Plan Success Framework 2020-2023 also includes proposed performance indicators deemed to be those that will best demonstrate progress towards achieving the four ambitions for Lincolnshire.

3.4 If the performance indicators are approved by the Executive, the Council's performance framework will be revised, which will be the subject of a subsequent report, including more detailed information for each of the indicators.

4. Legal Comments:

The Council has the power to adopt the draft in Appendix B as its Corporate Plan Success Framework 2020 – 2023.

The decision is consistent with the Policy Framework and within the remit of the Executive.

5. Resource Comments:

Accepting the recommendations in this report should have no direct impact on the budgets of the Council.

The detail in the Corporate Plan Success Framework 2020-2023 will enable the Council to direct its resources to deliver the key activities. The Council has a Development Fund Reserve, which can support emerging costs identified to support these and transformational activity.

6. Consultation

a) Has Local Member Been Consulted?

No

b) Has Executive Councillor Been Consulted?

Yes

c) Scrutiny Comments

This report is due to be considered by a virtual meeting of the Overview and Scrutiny Management Board scheduled to be held on 30 April 2020. Any comments of the Board will be presented to the Executive.

d) Have Risks and Impact Analysis been carried out?

Yes

e) Risks and Impact Analysis

See Appendix C.

7. Appendices

These are listed below and attached at the back of the report	
Appendix A	Lincolnshire County Council Corporate Plan 2020/30
Appendix B	Lincolnshire County Council Draft Corporate Plan Success Framework 2020-2023
Appendix C	Equality Impact Analysis for the Corporate Plan

8. Background Papers

Document title	Where the document can be viewed
Report to Council on Corporate Plan (December 2019)	Link to Council Papers December 2019

This report was written by Verity Druce, who can be contacted on 01522 553920 or verity.druce@lincolnshire.gov.uk.



CORPORATE PLAN

Page 65



Page 66

Pictured: Spalding town centre

Front cover: aerial view of the Wolds just outside Louth

OUR VISION: Working for a better future

Welcome to Lincolnshire County Council's Corporate Plan, which sets out what we want to achieve for local residents and communities.

Our ambitions go far beyond what we can deliver on our own, so you will find detailed here how we will work with public and private organisations to bring greater and lasting benefits to our county.

The Corporate Plan underpins our 'One Council' approach, which ensures all services are working towards shared goals and will help different areas of the council work together more effectively.

In 2019/20, the total cost of services Lincolnshire County Council provides will amount to £1,303m, inclusive of schools. The current capital programme encompasses planned spend of £119m in 2019/20 and a further £146m in future years.

We want to be a council that continues to offer our residents the services they need and the lifestyle they deserve, but that also shows strong leadership and speaks up proudly for Lincolnshire.

We are identifying key priorities for this council and for Lincolnshire. We are determined that in the coming years people and communities will have:

- High aspirations
- The opportunity to enjoy life to the full
- Thriving environments
- Good-value council services

Martin Hill

Cllr Martin Hill OBE
Leader of Lincolnshire County Council

Debbie Barnes

Debbie Barnes OBE
Head of Paid Service, Lincolnshire County Council

751,200 PEOPLE

is the current population and expected to increase by 10% by 2041 (2017 figures)

£15 BILLION

is the value of Lincolnshire's strong mixed economy (per year)

30% OVER 65

is the projected proportion of the county's over 65 population by 2041

127 PER SQ KM

Population density remains low compared with the national average 427 per sq km

OUR STRENGTHS and challenges

The local government sector is under unprecedented pressure particularly in large rural counties such as Lincolnshire, which is the fourth largest county in England and covers 5,921 square miles.

More than 50,000 people in Lincolnshire live in an area recognised as being in the 10% most deprived in the country. Four of the seven districts in the county are classed as either mainly or largely rural and the sparsity makes services more difficult and costly to deliver.

The current population in Lincolnshire is 751,200, but this figure is predicted to grow by 10% by 2041, with 30% of the population expected to be over 65. Over the past eight years our main Government grant has fallen by 90%, from £211m to £20m.

There is also much uncertainty over future government funding of local authorities and we are awaiting a national funding system that is fit for purpose.

However, despite the challenges, there have been great achievements:

- An expanding visitor economy that generated £1.5bn in 2017, attracting 20 million visitors. This can be attributed mainly to county heritage sites such as Lincoln Castle
- In 2018/19, the council spent £61m on maintaining and improving more than 5,470 miles of the county's roads. We also improved the protection from flood risk for 33,084 homes, with £106m being invested in flood risk management

- More than 80% of pupils in Lincolnshire are in a 'good' or 'outstanding' school as determined by Ofsted, while, at 12.9%, Lincolnshire has a higher number of pupils with SEND support than the England average

The county council has achieved a considerable amount in many areas despite the challenges faced and this includes:

- Children's Services being rated as outstanding and widely regarded as one of the best in the country
- Delivering innovative property projects that have made efficiency savings and benefited partnership working
- Being recognised as one of the highest-achieving highways authorities in the country
- Leading on the delivery of superfast broadband to 97% of residents

More widely, Lincolnshire has a strong mixed economy worth £15bn per year, with key sectors including agri-food, tourism and manufacturing. We recognise key challenges from:

- A huge increase in demand for social care, which is only predicted to grow
- Dealing with waste as national recycling targets rise and recycling markets remain volatile
- Current economic uncertainties requiring residents of all ages to be equipped with the skills of the future

- The scale of change required over the next 30 years to maintain our consistent and evidence-led approach to climate change and leave a positive environmental legacy
- The need for effective digital connectivity and technology across our rural county



£1.5 BILLION

is the revenue generated by the county's visitor economy, mainly from heritage sites such as Lincoln Castle (2017 figures)

£325 MILLION

is the value of nature based tourism and leisure activity in Greater Lincolnshire

Since its £22 million restoration, visitor numbers at Lincoln Castle have boomed

Sarah Jackson is starting her career as a Siemens apprentice



SUPPORT high aspirations

We are working towards making Lincolnshire a place where everyone has high aspirations for their lives and their communities.

We know that we have to work with others to help create the environment for this to happen. Our role in supporting our businesses to succeed is essential, enabling them to provide high-quality jobs, skills and development opportunities for residents of all ages and to attract people into our county.

We want Lincolnshire to be a place where our young people achieve their full potential, which will only be possible if Lincolnshire is seen as a great place for starting and building a career.

This means that we:

- Help neighbourhoods flourish
- Support businesses to succeed
- Help our young people achieve
- Offer additional learning options to all
- Establish high-quality jobs, skills and development opportunities
- Protect the environment for the future

Success for Lincolnshire means:

- More people have the skills and attributes for work, enabling them to make a positive contribution to their community
- More people are in higher-paid and skilled jobs
- Increased economic productivity, driven by a flexible well-trained workforce
- Local employers have the skills they need in a diverse and successful environment
- More people leave education with better qualifications and skills
- Improved use and protection of our natural and built resources

We will lead the way with others to:

- Enhance the skills of our communities to meet the needs of our businesses and the economy
- Grow the workforce by retaining and attracting more highly-skilled 18-40 year olds
- Promote healthy, inclusive and accessible employment and learning opportunities

- Champion educational excellence so every child/young person has a high-quality education to succeed in life
- Deliver economic growth to create and sustain vibrant communities
- Manage the risks to our environment from climate change to protect our natural and built resources for future generations



ENABLE EVERYONE to enjoy life to the full

We want Lincolnshire to be a place where everyone has the opportunity to live their lives to the full, with independence and access to the right support at the right time.

We want children to have the best possible start in life and we know that having a safe and loving home and good-quality housing is essential. Collaborating and working with partners across the county, we want everyone in Lincolnshire to be given the opportunities that enable them to have a fulfilling life.

We have an important role in ensuring that carers are supported, helping all those who look after others, and that the county's health and care services are accessible and responsive.

This means that we:

- Promote safe and secure homes
- Help those who look after others
- Aspire for all children to have a caring home
- Give children the best possible start
- Provide opportunities for a fulfilling life

Success for Lincolnshire means:

- More people are able to live independently and positively contribute to their local community
- More opportunities for people to choose healthy lives
- Thriving communities, supporting people to enjoy life to the full
- Everyone enjoys a safe and secure home and is protected from harm



- Children thrive in their early years and are well prepared to start school
- Good-quality, accessible services, including for those in need and their carers, that make a real and lasting difference
- Thriving voluntary community groups that drive collaboration and innovation

We will lead the way with others to:

- Create accommodation options for greater independence and wellbeing
- Intervene effectively to keep vulnerable people safe, making sure children in care and care leavers get the best opportunities
- Design an accessible and responsive health and care system within local communities, protecting people and promoting wellbeing
- Deliver quality children's centres, which are at the heart of our communities supporting families so their children thrive
- Promote and enable better mental health for all
- Promote the support offer to our communities to enable them to be self-sufficient and thriving



Schoolchildren enjoying an outing to Willoughby Farm

4TH MOST POPULAR

Skegness is the UK's 4th most popular holiday resort

CREATE thriving environments

Lincolnshire is a thriving county and we want communities to feel empowered to continually improve all aspects of their environment.

We want to build on our ambition of high aspirations and enhance Lincolnshire's strengths, to sustain and develop a prosperous future.

We will work with others to enable the county to exceed its potential, making it an even better place to visit, live, relax, work and do business. A thriving county means making sure families can live safely and have access to great choice and high-quality education.

We want to enable everyone to have opportunities to enjoy their free time, which will mean improving our infrastructure across the county and looking after our places in a sustainable way.

We have an important role in advocating for Lincolnshire and in generating collective pride in our wonderful county.

This means that we:

- Look after our places in a sustainable way
- Develop our county for a prosperous future
- Assist everyone to live safely
- Provide great choice and high-quality education
- Enable opportunities to enjoy free time

Success for Lincolnshire means:

- All communities are benefitting from 'clean' economic and social growth
- Better digital infrastructure, providing improved connectivity
- More businesses are at the forefront of technology, research and development
- More people visit and enjoy Lincolnshire's leisure, tourism and cultural experiences
- Lincolnshire secures more investment for a prosperous future
- Roads and transport infrastructure continue to improve, with better maintenance and connectivity
- Communities have accessible and high-quality public services
- Safer, healthier, connected and resilient communities and businesses, working together to improve our neighbourhoods

We will lead the way with others to:

- Advocate for investment in our transport and energy infrastructure, digital connectivity and schools, championing active, sustainable travel
- Deliver 'clean' growth in the right place and at the right time
- Champion Lincolnshire as a destination of choice to visit, live, relax, work and do business
- Plan growth to benefit the whole community through connecting people, housing, employment, businesses and the natural environment
- Provide sufficient, high-quality and inclusive education places locally
- Improve the safety of local communities

£106M INVESTMENT

since 2016 in flood risk management across the county

4TH LARGEST

Lincolnshire is the 4th largest county in England, covering 5,921 sq km

PROVIDE good-value council services

Residents of Lincolnshire should be able to benefit from good-value council services and we are constantly working to make sure that is the norm.

We have maintained low council tax levels whilst continuing to deliver effective services and we intend to continue this approach. How we operate as an organisation must continually improve and be more customer-focused.

We want to focus on encouraging collaboration and innovation. This will help us make the best use of all our resources, particularly our buildings and funding.

This means that we:

- Support community spaces and travel
- Encourage innovation and are innovative ourselves
- Make the best use of buildings and funding
- Support those who need extra help, especially older residents
- Provide support during key life events

Success for Lincolnshire means:

- Understanding our communities and customers
- Innovative services making best use of technology to meet the needs of our customers
- Effective and efficient partnerships operate across Lincolnshire and are responsive to emerging opportunities
- People's needs are met in a timely, responsive and efficient way
- Public sector buildings are used flexibly to benefit communities



- Communities have a strong voice and are empowered to make a difference
- High-quality public services are delivered in a cost-effective way

We will lead the way with others to:

- Design our processes and services to meet customers' needs
- Shout loud and proud for Lincolnshire to achieve our ambitions
- Engage, listen and respond to our communities
- Maximise opportunities to work with others and improve service delivery
- Nurture and celebrate a forward-looking, high-performing, skilled and empowered workforce
- Continue to innovate and make best use of our assets
- Get the most out of our shared public estate, to provide more community opportunities, housing, employment and accessible services
- Put our customers first, so we respond with one voice, working effectively across teams
- Be there when communities need us most, responding collaboratively to emergencies



CallConnect provides public transport in the county where conventional bus services are limited or infrequent

OUR approach

To make sure we continue to provide good services but also work towards meeting the wider needs of Lincolnshire. We are committed to:

- **Being customer-focused** – understanding the key issues for Lincolnshire’s people and places, to help shape services
- **Working collaboratively** – recognising our challenges and developing plans to deliver improvements, together with communities and partners
- **Connecting our communities** – using infrastructure to connect people and places, including digital communications, rail and road networks
- **Advocating for Lincolnshire** – working with our partners to passionately advocate for Lincolnshire, attracting additional investment to strengthen our communities
- **Making your money go further** – providing cost-effective, high-quality services
- **Working creatively** – tackling our challenges and making the most of all opportunities and innovation

i FOR MORE INFORMATION VISIT WWW.LINCOLNSHIRE.GOV.UK/CORPORATEPLAN

LOW COUNCIL TAX

Council tax is one of the lowest of the shire counties

£61M INVESTMENT

In 2018/19 the council spent £61m maintaining and improving the county's 5,473 miles of roads

3RD HIGHEST

Lincolnshire has the 3rd highest number of farms of over 100ha in the country



Helping communities thrive



Page 73



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Appendix B - DRAFT Corporate Plan Success Framework

Support high aspirations	
<ul style="list-style-type: none"> • Proportion of people in higher skilled jobs (aim=increase) [existing] • Number of jobs created as a result of the Council's support (aim=increase) [existing] • Achievement level at KS2 is above national average (aim=achieved) [existing] • Achievement level at KS4 is above national average (aim=achieved) [existing] • Achievement level at KS5 is above national average (aim=achieved) [existing] • Number of pupils with an EHCP placed in mainstream schools (aim=increase) [existing] • % of adults with learning disabilities in paid employment (aim=increase) [existing] • % of adults in contact with secondary mental health services in paid employment (aim=increase) [existing] 	
Activity	Lead Executive Director
Enhance the skills of our communities to meet the needs of our businesses and the economy	
We will transform how we raise skills levels, productivity, employability and apprenticeship numbers through developing an updated skills plan	Place
We will enhance and articulate the education and training offer to our communities and work to increase the availability of education programmes across the county to meet business and community need. In Year 1 we will work with partners to enhance the offer in East Lindsey and to increase the availability of T levels across the whole County	Place
We will work with partners and the wider business community to improve the number of adults with a disability in meaningful employment	Adult Care and Community Wellbeing
Grow the workforce by retaining and attracting more highly-skilled 18-40 year olds	
We will develop effective county-wide relationships between the education and business sectors to attract and retain graduates in the county	Place
We will increase the number of apprenticeships across priority sectors working with employers and education providers to increase availability and attractiveness	Place
We will work with employers to offer work experience, employment and apprenticeship opportunities for children in care and care leavers.	Place
Promote healthy, inclusive and accessible employment and learning opportunities	
We will create healthy and accessible modes for people to access employment opportunities.	Place
We will enhance our workforce to ensure we are an "Employer of choice" and an exemplar employer demonstrating good quality, accessible and healthy employment opportunities for all. We will articulate this through our workforce strategy	Resources
We will develop sustainable transport strategies which explore alternative modes of transport, through collaborative working with our district and local partners which will include the creation of local transport boards.	Place
Champion educational excellence so every child/young person has a high quality education to succeed in life	
We will continually improve teaching standards, enabling our schools access to high quality professional development, through adapting our school improvement strategy in response to National Policy.	Children's Services
We will continue to encourage schools to work through collaborations in order to maximise expertise and best practice, enhancing our strategy for school improvement within the school-led self-improving system.	Children's Services
We will help schools to be skilled at supporting children with special education needs in mainstream settings, through developing and delivering strategies and where an education, health and care plan is required, undertaking this assessment in a timely and creative way.	Children's Services

Deliver economic growth to create and sustain vibrant communities	
We will support new and existing businesses to thrive, through delivering a strong, flexible and responsive Business Lincolnshire growth hub.	Place
We will work with our partners to take advantage of UK Shared Prosperity Fund to achieve the county's priorities.	Place
We will support our market towns to thrive, delivering regeneration with our partners, including through the Towns Fund and the Housing Infrastructure Fund.	Place
We will facilitate new and existing communities having access to employment, leisure and appropriate infrastructure, through leading the way in balancing all development with the need for considered growth.	Place
Manage the risks to our environment from climate change to protect our natural and built resources for future generations	
We will achieve net zero carbon emissions as a council by 2050 or earlier through the development of the Green Masterplan. We will provide climate leadership in Lincolnshire and beyond.	Place
We will respond to our communities in a joined up way and we will proactively coordinate with partners to develop and deliver the flood risk action plan.	Place
We will future proof our highways infrastructure assets and minimise the risks to our environment by embracing innovative technologies	Place
We will maximise the reuse and recycling potential of the county's waste, treating it as a resource. This will include exploring the opportunity for anaerobic digestion facilities across the County.	Place

Enable everyone to enjoy life to the full

- % of adults with learning disabilities who live in their own home or with their family (aim=increase) [*existing*]
- % children in care living within a family environment (aim=increase) [*existing*]
- Level of sustained attendance at Children's Centres (aim=increase) [*new*]
- % of children achieving a good level of development in Early Years Foundation Stage (aim=increase) [*existing*]
- % gap in achievement between Lincolnshire pupils eligible for Free School Meals and their non -FSM eligible peers nationally achieving a Good Level of Development (aim=decrease) [*existing*]
- Healthy life expectancy for Lincolnshire residents (aim=increase) [*existing*]
- % of Lincolnshire residents with mental health issues and learning disabilities in inpatient facilities (aim=decrease) [*new*]

Activity	Lead Executive Director
Create accommodation options for greater independence and wellbeing	
We will support independence through working with our partners to provide a 'one stop shop' for equipment and adaptations in people's homes.	Adult Care and Community Wellbeing
We will work with the District Councils to deliver greater accommodation choices for people who are unable to live in their own home. This will include a range of supported and extra care housing as well as influencing developers to build homes which are designed to meet the changing needs of the population	Adult Care and Community Wellbeing
We will support working age adults with complex needs to be prepared for, and to live in, homes which meet their needs and to be near family and friends. We will do this through working with our partners to implement a Specialist Accommodation Strategy.	Adult Care and Community Wellbeing
Intervene effectively to keep vulnerable people safe, making sure children in care and care leavers get the best opportunities	
We will provide intensive and tailored support for young people who have complex multiple needs, maintaining them within their family where it is safe to do so.	Children's Services
We will continue to increase the number of foster carers, supporting them in their valuable role. In year 1 we will focus on developing foster carers with the skills to support children and young people with increased complexities and vulnerabilities.	Children's Services
We will continue to improve how we support children in care and care leavers to thrive through the delivery of the children in care strategy. This will include the development of two new children homes catering for children with more complex needs and enhancing housing solutions for care leavers.	Children's Services
We will provide a more efficient, joined up adoption service with our regional partners, through implementing plans for a regional adoption agency.	Children's Services
We will develop a 'team around adult approach' to provide intensive support at times of need through developing a Multi-Agency Safeguarding Prevention Strategy with our partners.	Adult Care and Community Wellbeing
We will enable people to be appropriately supported through implementing an inclusive "all age autism strategy" within communities.	Adult Care and Community Wellbeing
Design an accessible and responsive health and care system within local communities, protecting people and promoting wellbeing	
We will transform how adults access health and care in the community through developing a model of neighbourhood working	Adult Care and Community Wellbeing
Deliver quality children centres, which are at the heart of our communities supporting families so their children thrive	
We will deliver quality children's centres, which are at the heart of our communities, supporting families so their children thrive, through working with key partners and communities.	Children's Services
We will ensure fit for purpose, appropriate services are available for families to narrow the achievement gap, so all children thrive and achieve their potential.	Children's Services
We will support families in their parenting role through continuing to deliver the healthy child programme, also evaluating the benefits of maternity hubs and extending these to other communities where appropriate.	Children's Services

Promote and enable better mental health for all	
We will better support people who may develop, and who already have, mental health problems through the development of a Mental Health Alliance so that we work in an integrated way. As part of this we will review the Approved Mental Health Practitioner Service.	Adult Care and Community Wellbeing
We will enable more young people to be supported early, to promote resilience and reduce the effects of mental ill health, through implementing the Mental Health In Schools Pilot.	Children Services
We will create an intensive community response for all people with a significant mental health need	Adult Care and Community Wellbeing/ Children Services
Promote the support offer to our communities to enable them to be self-sufficient and thriving	
We will support people to make healthy choices across all aspects of their lives, through continuing to commission and deliver effective preventative services, which also provide quality information so people are better informed.	Adult Care and Community Wellbeing
We will enable more people to be supported through technology.	Adult Care and Community Wellbeing / Commercial
We will help to increase opportunities and people's awareness of how they can support their community by encouraging volunteering.	Adult Care and Community Wellbeing

Create thriving environments

- % of superfast broadband coverage in Lincolnshire (aim=increase) [*existing*]
- Number of schools with Ofsted rating of good or above (aim=increase) [*existing*]
- Number of Adult Care and Healthcare Facilities with CQC ratings of good or above (aim=increase) [*new*]
- Condition of carriageway surface (aim=improve) [*new*]
- Residents' level of satisfaction with their area as a place to live (aim=increase) [*new*] (measure in the process of being developed through new survey)
- Residents feedback on feeling safe and secure in their local area (aim=increase) [*new*] (measure in the process of being developed through new survey)
- Traveller review rating from Trip Advisor of excellent and/or very good (aim=increase) [*existing*]
- Lincolnshire CO2 emissions (aim=decrease) [*existing*]
- CO2 emissions from County Council activity as progress towards neutrality by 2050 (aim=decrease) [*existing*]

Activity	Lead Executive Director
Advocate for investment in our transport and energy infrastructure, digital connectivity and schools, championing active, sustainable travel	
We will improve utility infrastructure in order to enhance growth through exploring and implementing plans to maximise the development of energy, water and sewage, and digital infrastructure.	Place
We will secure maximum funding from central government through continuing to proactively identify future capital investment opportunities. In Year 1 we will focus on the tourism sector deal, the highways sector deal and transport provision, having pre-prepared schemes to optimise our potential for success.	Place
We will improve the digital connectivity across our rural county through continuing to work with, and influence, central government to generate the funding and flexibility to enable us to achieve digital communities and provide business growth opportunities.	Place/Commercial
Deliver 'clean' growth in the right place and at the right time	
We will modernise energy and mobility solutions in Lincolnshire through adopting appropriate strategies, including investing in LED street lighting, renewable energy and energy efficiency measures.	Place
We will maximise the use and provision of our water as a valuable resource by working with our partners and researching to better understand how we balance over and under supply. Once we have solutions, we will develop an action plan.	Place
We will enable sustainable growth through ensuring there is an appropriate local supply of the right aggregates.	Place
Champion Lincolnshire as a destination of choice to visit, live, relax, work and do business	
We will attract tourists to Lincolnshire, leading the way in raising the profile of the county and enhancing collaboration across our councils to maximise what Lincolnshire has to offer. This will include submitting a tourism sector deal with our Greater Lincolnshire partners.	Place
We will raise the county's profile nationally and internationally through the delivery of a focused investor promotion strategy, attracting business investment and using our partnership brand, Team Lincolnshire, to do this.	Place
We will stimulate economic growth through the development of business premises across the county and through delivering the economic capital programme with our partners.	Place
We will outline our collective aspirations for our coast through developing a Coastal Strategy with partners.	Place
Plan growth to benefit the whole community through connecting people, housing, employment, businesses and the natural environment	
We will attract all sectors to make a major contribution to the planning and delivery of growth in the county, through being a leading partner in the Greater Lincolnshire LEP.	Place
We will lead the final stages of the Grantham Southern Relief Road Housing Infrastructure Fund bid and, if successful, implement a delivery strategy.	Place
We will accelerate considered housing growth in Lincolnshire and maximise opportunities and investment in infrastructure work through working across all Councils and partners in Lincolnshire on "Planning for Growth."	Place

Provide sufficient, high quality and inclusive education places locally	
We will aim to deliver 695 more places by September 2022 across mainstream primary and secondary schools to meet local demand through implementing our 3 year Basic Need capital programme.	Children's Services
We will create more than 500 new special school places by 2024 as part of delivering the Building Communities of Specialist Support Strategy. We will work towards making 300 of those places available by September 2022.	Children's Services
We will ensure eligible children aged 2, 3, and 4 years old are able to access their early years entitlement place in high quality inclusive provision, through reviewing and refreshing the actions of Lincolnshire's childcare delivery plan.	Children's Services
Improve the safety of local communities	
We will continue to work with partners to enhance community safety. Over the next year we will focus on achieving this through reducing the impact of fraud, and through strengthening how we support those affected by domestic abuse or perpetrating abuse	Fire Rescue and Public Protection
We will support people to improve their home safety through delivering a comprehensive communication and engagement plan. In year 1 we will promote the SHERMAN initiative and implement the Hoarding Protocol.	Fire Rescue and Public Protection
We will improve the effectiveness and efficiency of service delivery through building a sustainable financial and operating model for the Public Protection Function, pooling budgets and undertaking joint commissioning activity.	Fire Rescue and Public Protection
We will deliver the priorities of the Lincolnshire Road Safety Partnership	Place

Provide good value council services

- No. of online transactions (aim=increase) [*new*]
- Customers' level of satisfaction (aim=increase) [*new*] (measure in the process of being developed through CSC systems later this year)
- % of employee turnover (aim=decrease) and benchmarked against other Local Authorities [*existing*]
- % of sickness absence (aim=decrease) and benchmarked against other Local Authorities [*existing*]
- Number of complaints where the customer considers their concerns have not been fully addressed in the initial complaints stage (exclusive of statutory complaints) (aim=decrease) [*existing*]
- Compliance meets all information and data security requirements (aim=compliance) [*new*]
- Staff undertaking apprenticeships at Lincolnshire County Council (aim=increase) [*existing*]
- Financial spend per head of population and benchmarked against other Local Authorities (aim=to increase spend per head) [*new*]

Activity	Lead Executive Director
Design our processes and services to meet customers' needs	
We will work with health and other public sector bodies to deliver a fully integrated transport service for the benefit of passengers and patients	Place
We will improve the ease of reporting highways defects by enhancing the FixMyStreet app	Place
Shout loud and proud for Lincolnshire to achieve our ambitions	
We will maximise government investment into the county, raising the profile of the county and the Council, through investing in local and national partnerships, including being part of Midlands Engine.	Place
We will champion Lincolnshire, including through lobbying our local MPs and the government.	Place
We will continue to raise the profile of Council Services through a range of strategies including national recruitment campaigns, national conferences and awards, continuing to support improvement in other Councils and advising government on national policy innovation.	Corporate
We will further develop international relationships to support economic growth	Place
Engage, listen and respond to our communities	
We will transform how we engage with communities, listening and acting on what they say and supporting them to be resilient and self-sufficient. This will be articulated through the refresh of our community strategy. In year 1 we will develop residents' panels and deliver a county-wide customer survey	Corporate
We will place the individual, their family and friends at the heart of their care plan through introducing and implementing strength based practice in Adult Care and Community Wellbeing and through Children's Services continuing to embed Signs of Safety.	Adult Care and Community Wellbeing / Children's Services
Maximise opportunities to work with others and improve service delivery	
We will improve service delivery through reviewing the Council's approach to commissioning, including needs assessment, service design, market development, procurement and contract management. In year 1, we will implement the findings of the commissioning review and focus on enhancing the Adult Social Care supply market.	Commercial
We will ensure all workforce structures are fit for purpose in response to the implementation of the transformation programme.	Resources
We will ensure the Coroners Service is modernised, with appropriate facilities to conduct inquests and effective services for bereaved families, through conducting a review of the service.	Fire Rescue and Public Protection
We will deliver an integrated care system in Lincolnshire so our communities have improved access to health and care services.	Corporate
Nurture and celebrate a forward-looking, high-performing, skilled and empowered workforce	
We will refresh our Corporate Workforce Strategy, reviewing culture, values and behaviours, and enabling our staff to be healthy and resilient so we can improve how we support our customers. In year 1, we will focus on developing our staff to be competent in digital technology and in the delivery of our health and wellbeing strategy.	Resources
We will keep and attract talented people through implementing improved recruitment processes, increasing the number and range of apprenticeships, and developing graduate and work experience placements across the Council.	Resources
We will increase our effectiveness by redesigning processes relating to our people and financial management, through an integrated finance and people management system.	Resources
We will enable our workforce to work more efficiently and more agile through the successful implementation of new technologies.	Commercial

Continue to innovate and make best use of our assets	
We will manage and protect data effectively to retain the trust of our residents and increase their ability to access appropriate data, by developing a One Council approach to data and information management.	Commercial
We will protect and enhance our heritage assets and we will maximise the use of our sites for customers, through delivering proposals for the iconic investment in The Collection Museum and Gallery and other heritage sites.	Place
We will maximise the use of space and therefore reduce the overall cost of office accommodation through designing options to create more flexible and agile ways of working, including exploring opportunities for maximising the Lincoln campus.	Commercial
We will plan and manage our financial resources effectively through refreshing our Medium Term Financial Strategy and through delivering comprehensive reviews of specific areas.	Resources
Get the most out of our shared public estate, to provide more community opportunities, housing, employment and accessible services	
We will explore all opportunities to deliver the ambitions of One Public Estate	Commercial
Put our customers first, so we respond with one voice, working effectively across teams	
We will transform the way we engage with customers through the implementation of a customer strategy. In year 1 we will maximise technology solutions in the Customer Contact Centre to enable customers to do more online, including paying for services. In year 2 our emerging digital strategy will enable us to be innovative so our customers can access us through multiple channels.	Commercial
Be there when communities need us most, responding collaboratively to emergencies	
We will provide leadership to help communities to be more resilient and to be prepared for emergencies by working with our communities through the Lincolnshire Town and Parish Councils Associations.	Fire Rescue and Public Protection
We will enable communities to be more resilient and our partners to provide a more integrated response through working with the LRF to respond to emergencies that impact on our communities. Over the next year we will focus on the risks and management of flooding.	Fire Rescue and Public Protection

Equality Impact Analysis to enable informed decisions

The purpose of this document is to:-

- I. help decision makers fulfil their duties under the Equality Act 2010 and
- II. for you to evidence the positive and adverse impacts of the proposed change on people with protected characteristics and ways to mitigate or eliminate any adverse impacts.

Using this form

This form must be updated and reviewed as your evidence on a proposal for a project/service change/policy/commissioning of a service or decommissioning of a service evolves taking into account any consultation feedback, significant changes to the proposals and data to support impacts of proposed changes. The key findings of the most up to date version of the Equality Impact Analysis must be explained in the report to the decision maker and the Equality Impact Analysis must be attached to the decision making report.

****Please make sure you read the information below so that you understand what is required under the Equality Act 2010****

Equality Act 2010

The Equality Act 2010 applies to both our workforce and our customers. Under the Equality Act 2010, decision makers are under a personal duty, to have due (that is proportionate) regard to the need to protect and promote the interests of persons with protected characteristics.

Protected characteristics

The protected characteristics under the Act are: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

Section 149 of the Equality Act 2010

Section 149 requires a public authority to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by/or under the Act
- Advance equality of opportunity between persons who share relevant protected characteristics and persons who do not share those characteristics
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The purpose of Section 149 is to get decision makers to consider the impact their decisions may or will have on those with protected characteristics and by evidencing the impacts on people with protected characteristics decision makers should be able to demonstrate 'due regard'.

Decision makers duty under the Act

Having had careful regard to the Equality Impact Analysis, and also the consultation responses, decision makers are under a personal duty to have due regard to the need to protect and promote the interests of persons with protected characteristics (see above) and to:-

- (i) consider and analyse how the decision is likely to affect those with protected characteristics, in practical terms,
- (ii) remove any unlawful discrimination, harassment, victimisation and other prohibited conduct,
- (iii) consider whether practical steps should be taken to mitigate or avoid any adverse consequences that the decision is likely to have, for persons with protected characteristics and, indeed, to consider whether the decision should not be taken at all, in the interests of persons with protected characteristics,
- (iv) consider whether steps should be taken to advance equality, foster good relations and generally promote the interests of persons with protected characteristics, either by varying the recommended decision or by taking some other decision.

Conducting an Impact Analysis

The Equality Impact Analysis is a process to identify the impact or likely impact a project, proposed service change, commissioning, decommissioning or policy will have on people with protected characteristics listed above. It should be considered at the beginning of the decision making process.

The Lead Officer responsibility

This is the person writing the report for the decision maker. It is the responsibility of the Lead Officer to make sure that the Equality Impact Analysis is robust and proportionate to the decision being taken.

Summary of findings

You must provide a clear and concise summary of the key findings of this Equality Impact Analysis in the decision making report and attach this Equality Impact Analysis to the report.

Impact – definition

An impact is an intentional or unintentional lasting consequence or significant change to people's lives brought about by an action or series of actions.

How much detail to include?

The Equality Impact Analysis should be proportionate to the impact of proposed change. In deciding this asking simple questions “Who might be affected by this decision?” “Which protected characteristics might be affected?” and “How might they be affected?” will help you consider the extent to which you already have evidence, information and data, and where there are gaps that you will need to explore. Ensure the source and date of any existing data is referenced.

You must consider both obvious and any less obvious impacts. Engaging with people with the protected characteristics will help you to identify less obvious impacts as these groups share their perspectives with you.

A given proposal may have a positive impact on one or more protected characteristics and have an adverse impact on others. You must capture these differences in this form to help decision makers to arrive at a view as to where the balance of advantage or disadvantage lies. If an adverse impact is unavoidable then it must be clearly justified and recorded as such, with an explanation as to why no steps can be taken to avoid the impact. Consequences must be included.

Page 85

Proposals for more than one option If more than one option is being proposed you must ensure that the Equality Impact Analysis covers all options. Depending on the circumstances, it may be more appropriate to complete an Equality Impact Analysis for each option.

The information you provide in this form must be sufficient to allow the decision maker to fulfil their role as above. You must include the latest version of the Equality Impact Analysis with the report to the decision maker. Please be aware that the information in this form must be able to stand up to legal challenge.

Background Information

Title of the policy / project / service being considered	Lincolnshire County Council's Corporate Plan 2020-2030	Person / people completing analysis	Verity Druce
Service Area	Corporate	Lead Officer	Debbie Barnes OBE, Head of Paid Service
Who is the decision maker?	County Council	How was the Equality Impact Analysis undertaken?	Desktop exercise
Date of meeting when decision will be made	11/12/2019	Version control	V1
Is this proposed change to an existing policy/service/project or is it new?	Existing policy/service/project	LCC directly delivered, commissioned, re-commissioned or de-commissioned?	Directly delivered
Describe the proposed change	<p>A new Corporate Plan is being drafted by the council to set out its long term ambitions for the county and the strategic development needed to fulfil the expectations of Lincolnshire communities for the next 10 years.</p> <p>The Corporate Plan is aiming to establish a high level and strategic perspective of developmental priorities and not a detailed operational delivery plan, therefore this EIA is an overarching one, highlighting who might be impacted and why. Directorate Plans derived from the Corporate Plan will evidence specific impacts on those with protected characteristics.</p>		

Evidencing the impacts

In this section you will explain the difference that proposed changes are likely to make on people with protected characteristics. To help you do this first consider the impacts the proposed changes may have on people without protected characteristics before then considering the impacts the proposed changes may have on people with protected characteristics.

You must evidence here who will benefit and how they will benefit. If there are no benefits that you can identify please state 'No perceived benefit' under the relevant protected characteristic. You can add sub categories under the protected characteristics to make clear the impacts. For example under Age you may have considered the impact on 0-5 year olds or people aged 65 and over, under Race you may have considered Eastern European migrants, under Sex you may have considered specific impacts on men.

Data to support impacts of proposed changes

When considering the equality impact of a decision it is important to know who the people are that will be affected by any change.

Population data and the Joint Strategic Needs Assessment

The Lincolnshire Research Observatory (LRO) holds a range of population data by the protected characteristics. This can help put a decision into context. Visit the LRO website and its population theme page by following this link: <http://www.research-lincs.org.uk> If you cannot find what you are looking for, or need more information, please contact the LRO team. You will also find information about the Joint Strategic Needs Assessment on the LRO website.

Workforce profiles

You can obtain information by many of the protected characteristics for the Council's workforce and comparisons with the labour market on the [Council's website](#). As of 1st April 2015, managers can obtain workforce profile data by the protected characteristics for their specific areas using Agresso.

Positive impacts

The proposed change may have the following positive impacts on persons with protected characteristics – If no positive impact, please state 'no positive impact'.

Age

Key strategic ambitions might positively impact young people and older people.

Ambition 1 – People and communities will have high aspirations

- Positive impact on young people by helping them leave education with better qualifications and skills and achieve full potential - the impact of this might be increased job opportunities, better health and wellbeing and financial inclusion
- Promote healthy, inclusive and accessible employment and learning opportunities
- Offer additional learning options to all (older people/lifelong learning?)

Ambition 2 – People and communities will have the opportunity to enjoy life to the full

- Support all children to have a loving home
- Give children the best possible start in life
- Children thrive in their early years and are well prepared to start school
- Intervene effectively to keep vulnerable people safe, making sure children in care and care leavers get the best opportunities
- Deliver quality children centres, which are at the heart of our communities supporting families so their children thrive
- Good quality, accessible services including for those in need and their carers, that make a real and lasting difference (older people)
- Create accommodation options for greater independence and wellbeing
- Design an accessible and responsive health and care system within local communities which protects people and promotes wellbeing (older people)

Ambition 3 – People and communities will have thriving environments

- Provide great choice and high-quality education

Ambition 4 – People and communities will have good value council services

- Support those who need extra help, especially older residents

Disability	<p>Key strategic ambitions might positively impact people with disabilities.</p> <p>Ambition 1 – People and communities will have high aspirations</p> <ul style="list-style-type: none"> • Promote healthy, inclusive and accessible employment and learning opportunities • Offer additional learning options to all (learning disability?) <p>Ambition 2 – People and communities will have the opportunity to enjoy life to the full</p> <ul style="list-style-type: none"> • More people are able to live independently and positively contribute to their local community • Good quality, accessible services including for those in need and their carers, that make a real and lasting difference • Create accommodation options for greater independence and wellbeing • Design an accessible and responsive health and care system within local communities which protects people and promotes wellbeing • Promote and enable better mental health for all <p>Ambition 3 – People and communities will have thriving environments</p> <ul style="list-style-type: none"> • Communities have accessible and high quality public services (services accessible to people with disabilities) <p>Ambition 4 – People and communities will have good value council services</p> <ul style="list-style-type: none"> • Support those who need extra help, especially older residents
Gender reassignment	<p>Key strategic ambitions might positively impact people due to gender reassignment.</p> <p>Ambition 1 – People and communities will have high aspirations</p> <ul style="list-style-type: none"> • Promote healthy, inclusive and accessible employment and learning opportunities
Marriage and civil partnership	<p>Key strategic ambitions might positively impact people due to marriage and civil partnership.</p> <p>Ambition 1 – People and communities will have high aspirations</p> <ul style="list-style-type: none"> • Promote healthy, inclusive and accessible employment and learning opportunities
Pregnancy and maternity	<p>Key strategic ambitions might positively impact people due to pregnancy and maternity.</p> <p>Ambition 1 – People and communities will have high aspirations</p> <ul style="list-style-type: none"> • Promote healthy, inclusive and accessible employment and learning opportunities

Race	<p>Key strategic ambitions might positively impact people due to race.</p> <p>Ambition 1 – People and communities will have high aspirations</p> <ul style="list-style-type: none"> • Promote healthy, inclusive and accessible employment and learning opportunities
Religion or belief	<p>Key strategic ambitions might positively impact people due to religion or belief.</p> <p>Ambition 1 – People and communities will have high aspirations</p> <ul style="list-style-type: none"> • Promote healthy, inclusive and accessible employment and learning opportunities
Sex	<p>Key strategic ambitions might positively impact people due to sex.</p> <p>Ambition 1 – People and communities will have high aspirations</p> <ul style="list-style-type: none"> • Promote healthy, inclusive and accessible employment and learning opportunities
Sexual orientation	<p>Key strategic ambitions might positively impact people due to sexual orientation.</p> <p>Ambition 1 – People and communities will have high aspirations</p> <ul style="list-style-type: none"> • Promote healthy, inclusive and accessible employment and learning opportunities

If you have identified positive impacts for other groups not specifically covered by the protected characteristics in the Equality Act 2010 you can include them here if it will help the decision maker to make an informed decision.

Key strategic ambitions might positively impact the following groups:

Rural isolation

- Better digital infrastructure, providing improved connectivity
- Road and transport infrastructure continue to improve with better maintenance and connectivity
- Communities have accessible and high quality public services (services accessible geographically?)
- Advocate for investment in our transport and energy infrastructure, digital connectivity and schools, championing active, sustainable travel
- Improve the safety of local communities
- Support community spaces and travel

Financial inclusion

- Establish high quality job, skills and development opportunities

Carers

- Help those who look after others
- Good quality, accessible services including for those in need and their carers, that make a real and lasting difference

Adverse/negative impacts

You must evidence how people with protected characteristics will be adversely impacted and any proposed mitigation to reduce or eliminate adverse impacts. An adverse impact causes disadvantage or exclusion. If such an impact is identified please state how, as far as possible, it is justified; eliminated; minimised or counter balanced by other measures.

If there are no adverse impacts that you can identify please state 'No perceived adverse impact' under the relevant protected characteristic.

Negative impacts of the proposed change and practical steps to mitigate or avoid any adverse consequences on people with protected characteristics are detailed below. If you have not identified any mitigating action to reduce an adverse impact please state 'No mitigating action identified'.

Page 92

Age	No perceived adverse impact at this moment in time.
Disability	No perceived adverse impact at this moment in time.
Gender reassignment	No perceived adverse impact at this moment in time.
Marriage and civil partnership	No perceived adverse impact at this moment in time.
Pregnancy and maternity	No perceived adverse impact at this moment in time.

Race	No perceived adverse impact at this moment in time.
Religion or belief	No perceived adverse impact at this moment in time.
Sex	No perceived adverse impact at this moment in time.
Sexual orientation	No perceived adverse impact at this moment in time.

If you have identified negative impacts for other groups not specifically covered by the protected characteristics under the Equality Act 2010 you can include them here if it will help the decision maker to make an informed decision.

Stakeholders

Stake holders are people or groups who may be directly affected (primary stakeholders) and indirectly affected (secondary stakeholders)

You must evidence here who you involved in gathering your evidence about benefits, adverse impacts and practical steps to mitigate or avoid any adverse consequences. You must be confident that any engagement was meaningful. The Community engagement team can help you to do this and you can contact them at consultation@lincolnshire.gov.uk

State clearly what (if any) consultation or engagement activity took place by stating who you involved when compiling this EIA under the protected characteristics. Include organisations you invited and organisations who attended, the date(s) they were involved and method of involvement i.e. Equality Impact Analysis workshop/email/telephone conversation/meeting/consultation. State clearly the objectives of the EIA consultation and findings from the EIA consultation under each of the protected characteristics. If you have not covered any of the protected characteristics please state the reasons why they were not consulted/engaged.

Objective(s) of the EIA consultation/engagement activity

The objective of the engagement planned is to give key stakeholders the opportunity to review the draft Corporate Plan and feedback on two main elements:

- What success for Lincolnshire looks like
- What the Council will deliver with our partners to achieve success for Lincolnshire

Who was involved in the EIA consultation/engagement activity? Detail any findings identified by the protected characteristic

Age	As the Corporate Plan is to establish a high level and strategic perspective of developmental priorities, engagement has not specifically targeted groups with protected characteristics.
Disability	As the Corporate Plan is to establish a high level and strategic perspective of developmental priorities, engagement has not specifically targeted groups with protected characteristics.
Gender reassignment	As the Corporate Plan is to establish a high level and strategic perspective of developmental priorities, engagement has not specifically targeted groups with protected characteristics.
Marriage and civil partnership	As the Corporate Plan is to establish a high level and strategic perspective of developmental priorities, engagement has not specifically targeted groups with protected characteristics.
Pregnancy and maternity	As the Corporate Plan is to establish a high level and strategic perspective of developmental priorities, engagement has not specifically targeted groups with protected characteristics.
Race	As the Corporate Plan is to establish a high level and strategic perspective of developmental priorities, engagement has not specifically targeted groups with protected characteristics.
Religion or belief	As the Corporate Plan is to establish a high level and strategic perspective of developmental priorities, engagement has not specifically targeted groups with protected characteristics.

Sex	<p>As the Corporate Plan is to establish a high level and strategic perspective of developmental priorities, engagement has not specifically targeted groups with protected characteristics.</p>
Sexual orientation	<p>As the Corporate Plan is to establish a high level and strategic perspective of developmental priorities, engagement has not specifically targeted groups with protected characteristics.</p>
<p>Are you confident that everyone who should have been involved in producing this version of the Equality Impact Analysis has been involved in a meaningful way? The purpose is to make sure you have got the perspective of all the protected characteristics.</p>	<p>Yes. Although engagement has not specifically targeted at groups with protected characteristics at this stage, countywide engagement for the Corporate Plan has been carried out amongst key groups and sectors as detailed below:</p> <ul style="list-style-type: none"> • District Councils • Health and social care sector, including Clinical Commissioning Groups (CCGs) • Greater Lincolnshire Local Enterprise Partnership (GLLEP) • Unions • Public Protection partners • One Public Estate • Safeguarding boards • Education sector • Voluntary and community sector • Town and parish groups
<p>Once the changes have been implemented how will you undertake evaluation of the benefits and how effective the actions to reduce adverse impacts have been?</p>	<p>Directorate Plans will be developed to sit under and aid in delivery of the Corporate Plan objectives: this will include success measures for each objective which will be reported on.</p>

Further Details

Are you handling personal data?	<p>No</p> <p>If yes, please give details.</p>
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Page 97

Actions required	Action	Lead officer	Timescale
Include any actions identified in this analysis for on-going monitoring of impacts.	Debbie Barnes OBE to review and update as necessary to v2	Debbie Barnes OBE, Head of Paid Service	Ongoing

Version	Description	Created/amended by	Date created/amended	Approved by	Date approved
V1	Engagement team and Commercial Manager first draft	Engagement team	27/11/19	Debbie Barnes OBE, Head of Paid Service	29/11/19

Examples of a Description:
 'Version issued as part of procurement documentation'
 'Issued following discussion with community groups'
 'Issued following requirement for a service change; Issued following discussion with supplier'

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