

Shropshire Council Equality and Social Inclusion Impact Assessment (ESIA)

Part One Screening Record

A. Summary Sheet on Accountability and Actions

Name of proposed service change

Please use this box for the full formal name of the proposed service change, whether it is a policy, a procedure, a function, a project, an update of a strategy, etc. The term "service change" is used in this form as shorthand for whatever form the changes may take.

Proposed introduction of Post 19 Transport Policy

Name of lead officer carrying out the screening

Kelly Kovacs, Specialist Travel Team Manager

Decision, review and monitoring

Decision	Yes	No
Part One ESIA Only?	x	
Proceed to Part Two Full Report?		X

If completion of a Part One assessment is an appropriate and proportionate action at this stage, please use the boxes below and sign off as indicated. If a Part Two report is required, please move on to separate full report stage.

Actions to mitigate negative impact or enhance positive impact of the service change in terms of equality and social inclusion considerations

Shropshire Council actively encourages young adults to participate in education and training, it is expected that the vast majority of adult learners will make their own travel arrangements and meet the cost of those arrangements. However, the Council may conclude that it is necessary to make such arrangements for the provision of transport, consequently we anticipate better outcomes for the learner that will aim for or enable a learner to travel and live as independently as possible.

The consultation into the proposed introduction of the introduction of a Post 19 Transport Policy which aims to recognise SEND Post-19 students as adults in education and identify necessary transport needs in line with Department of Education Guidance, specifically our duty relating to section 508F. The consultation is being carried out accordingly in order to set out the proposals and gauge the likely impact.

The overall purpose of the adult duty is to ensure that those with the most severe disabilities with no other means of transportation are able to undertake further education and training after their 19th birthday to help them move towards more independent living.

At present, pending the consultation results the impact in equality terms is identified as low positive for Social Inclusion, disability and for age.

Actions to review and monitor the impact of the service change in terms of equality and social inclusion considerations

At present, and in advance of feedback from the proposed consultation, the impact in equality terms is identified as low positive for the groups Age, Disability, and Social Inclusion. The consultation will need to include efforts to gain as many views as possible from a wide ranging audience, not only from those who are likely to be affected but also from education and adult services professionals, who are well placed to provide informed assessments of anticipated future needs in terms of numbers and needs of learners. Links will also need to be drawn with other Council policy and processes, with regard to the Transition Protocol and Pathway and Post 16 support approaches.

Particular attention will be given to the Council’s safeguarding responsibilities, there will be ongoing dialogue, as required, with the Shropshire Children Safeguarding Board and the Keeping Adults Safe in Shropshire Board. In addition, dialogue with West Mercia Police and those service areas within the Council that have particular responsibilities for the care of children and young people and adults with care and support needs.

Those with the most complex needs and who have no other means of transportation will have equal access to continuing their education or training.

Associated ESIIAs

Please use this section to note any associated ESIIAs and timelines. For example, this may be the second screening ESIIA carried out at the end of a period of consultation: it will be helpful for the public to be able to refer to the initial ESIIA. This will also serve to demonstrate ongoing approaches to continuous engagement with Protected Characteristic groupings.

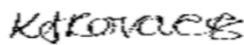
It will be helpful to the public to show how a proposed service change fits into the policy approach of a service area, eg the Highways service area has carried out related ESIIAs into winter service policy planning and risk-based approaches to highways safety inspections.

Economic Growth Strategy 2017-2021

Actions to mitigate negative impact, enhance positive impact, and review and monitor overall impacts in terms of any other considerations

There is an economic impact for the Council, as yet this is unquantifiable. Against this there may be the positive societal benefits for vulnerable groupings in our community.

Scrutiny at Part One screening stage

People involved	Signatures	Date
Lead officer carrying out the screening		30/08/2019
Any internal support*		
Any external support** Lois Dale, Rurality and		30/08/2019

Equalities Specialist		
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**This refers to other officers within the service area*

***This refers either to support external to the service but within the Council, eg from the Rurality and Equalities Specialist, or support external to the Council, eg from a peer authority*

Sign off at Part One screening stage

Name	Signatures	Date
Lead officer's name		
Accountable officer's name* James Willocks, Transport Commissioning Group Manager		30/09/2019

**This may either be the Head of Service or the lead officer*

B. Detailed Screening Assessment

Aims of the service change and description
<p>Ensuring excellent education, training and care for everyone whatever their background creates a more productive economy, fit for the future and ensures that everyone has a chance to reach their potential to live a more fulfilled life. Local Authority transport policies play an important part in supporting young people's participation in education and training.</p> <p>The Council is proposing a new Post-19 transport policy, Local Authorities have duty under 508F of the Education Act 1996. The Local Authority is required to make such arrangements for the provision of transport as they consider necessary in respect of:</p> <ul style="list-style-type: none"> (a) adults (i.e. those who are aged 19 or over) for the purpose of facilitating their attendance at local authority maintained or assisted further or higher education institutions within the further education sector; and (b) relevant young adults with an EHC Plan (which can only be maintained up until the age of 25) for the purpose of facilitating their attendance at institutions where they are receiving education or training. <p>The overall intention of the adult transport duty is to ensure that those with the most severe disabilities with no other means of transportation are able to undertake further education and training after their 19th birthday to help them move towards more independent living.</p>

Intended audiences and target groups for the service change
<p>The intended audience and target groups/stakeholders were:</p> <ul style="list-style-type: none"> • The whole community

- All elected members
- All Schools and Colleges
- Transport Operators
- Parents Advocacy Groups
- Voluntary and Community Sector
- Town and Parish Councils
- Local Members of Parliament

This list is not intended to be exhaustive

Evidence used for screening of the service change

At present, pending consultation feedback the impact is in the low positive

Specific consultation and engagement with intended audiences and target groups for the service change

The intended audience and target groups/stakeholders were:

- The whole community
- All elected members
- All Schools and Colleges
- Transport Operators
- Parents Advocacy Groups
- Voluntary and Community Sector
- Town and Parish Councils
- Local Members of Parliament
- Shropshire Business Board

This list is not intended to be exhaustive.

Other Councils are also considering their policies for post-19 assistance and we will share and consider other LA's approaches, particularly those of a rural nature.

Initial assessment for each group

Please rate the impact that you perceive the service change is likely to have on a group, through inserting a tick in the relevant column. Please add any extra notes that you think might be helpful for readers.

Protected Characteristic groups and other groups in Shropshire	High negative impact <i>Part Two ESIIA required</i>	High positive impact <i>Part One ESIIA required</i>	Medium positive or negative impact <i>Part One ESIIA required</i>	Low positive or negative impact <i>Part One ESIIA required</i>
Age (please include children, young people, people of working age, older people. Some people may belong to more than one group eg child for whom there are safeguarding concerns eg older person with disability)				Low positive
Disability (please include: mental health conditions and syndromes including autism; physical disabilities or				Low positive

impairments; learning disabilities; Multiple Sclerosis; cancer; HIV)				
Gender re-assignment (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				
Marriage and Civil Partnership (please include associated aspects: caring responsibility, potential for bullying and harassment)				
Pregnancy & Maternity (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				
Race (please include: ethnicity, nationality, culture, language, gypsy, traveller)				
Religion and belief (please include: Buddhism, Christianity, Hinduism, Islam, Judaism, Non conformists; Rastafarianism; Sikhism, Shinto, Taoism, Zoroastrianism, and any others)				
Sex (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				
Sexual Orientation (please include associated aspects: safety; caring responsibility; potential for bullying and harassment)				
Other: Social Inclusion (please include families and friends with caring responsibilities; people with health inequalities; households in poverty; refugees and asylum seekers; rural communities; people for whom there are safeguarding concerns; people you consider to be vulnerable)				Low positive

Identification of likely impact of the service change in terms of other considerations

Without full engagement and consultation the likely impact is low positive

Guidance Notes

1. Corporate and Service Area Policy and Practice on Equality and Social inclusion

This involves taking an equality and social inclusion approach in planning changes to services, policies or procedures, including those that may be required by Government.

The decisions that you make when you are planning a service change need to be recorded, to demonstrate that you have thought about the possible equality impacts on communities and to show openness and transparency in your decision-making processes.

This is where Equality and Social Inclusion Impact Assessments (ESIAs) come in. Where you carry out an ESIA in your service area, this provides an opportunity to show:

- What evidence you have drawn upon to help you to recommend a strategy or policy or a course of action to Cabinet;
- What target groups and audiences you have worked with to date;
- What actions you will take in order to mitigate any likely negative impact upon a group or groupings, and enhance any positive effects for a group or groupings; and
- What actions you are planning to review the impact of your planned service change.

The formal template is there not only to help the service area but also to act as a stand alone for a member of the public to read.

The approach helps to identify whether or not any new or significant changes to services, including policies, procedures, functions or projects, may have an adverse impact on a particular group of people, and whether the human rights of individuals may be affected.

This assessment encompasses consideration of social inclusion. This is so that we are thinking as carefully and completely as possible about all Shropshire groups and communities, including people in rural areas and people we may describe as vulnerable, for example due to low income or to safeguarding concerns, as well as people in what are described as the nine 'protected characteristics' of groups of people in our population, eg Age. We demonstrate equal treatment to people who are in these groups and to people who are not, through having what is termed 'due regard' to their needs and views when developing and implementing policy and strategy and when commissioning, procuring, arranging or delivering services.

When you are not carrying out an ESIA, you still need to demonstrate that you have considered equality in your decision-making processes. It is up to you what format you choose.-You could use a checklist, an explanatory note, or a document setting out our expectations of standards of behaviour, for contractors to read and sign. It may well not be something that is in the public domain like an ESIA, but you should still be ready for it to be made available.

Both the approaches sit with a manager, and the manager has to make the call, and record the decision made on behalf of the Council. Help and guidance is also available via the Commissioning Support Team, either for data, or for policy advice from the Rurality and Equalities Specialist. Here are some examples to get you thinking.

Carry out an ESIA:

- If you are building or reconfiguring a building;
- If you are planning to reduce or remove a service;
- If you are consulting on a policy or a strategy;

- If you are bringing in a change to a process or procedure that involves other stakeholders and the wider community as well as particular groupings

For example, there may be a planned change to a leisure facility. This gives you the chance to look at things like flexible changing room provision, which will maximise positive impacts for everyone. A specific grouping that would benefit would be people undergoing gender reassignment

Carry out an equality and social inclusion approach:

- If you are setting out how you expect a contractor to behave with regard to equality, where you are commissioning a service or product from them;
- If you are setting out the standards of behaviour we expect from people who work with vulnerable groupings, such as taxi drivers that we license;
- If you are planning consultation and engagement activity, where we need to collect equality data in ways that will be proportionate and non-intrusive as well as meaningful for the purposes of the consultation itself;
- If you are looking at services provided by others that help the community, where we need to demonstrate a community leadership approach

For example, you may be involved in commissioning a production to tour schools or appear at a local venue, whether a community hall or somewhere like Theatre Severn. The production company should be made aware of our equality policies and our expectation that they will seek to avoid promotion of potentially negative stereotypes. Specific groupings that could be affected include: Disability, Race, Religion and Belief, and Sexual Orientation. There is positive impact to be gained from positive portrayals and use of appropriate and respectful language in regard to these groupings in particular.

2. Legal Context

It is a legal requirement for local authorities to assess the equality and human rights impact of changes proposed or made to services. It is up to us as an authority to decide what form our equality impact assessment may take. Carrying out ESIIAs helps us as a public authority to ensure that, as far as possible, we are taking actions to meet the general equality duty placed on us by the Equality Act 2010, and to thus demonstrate that the three equality aims are integral to our decision making processes. These are: eliminating discrimination, harassment and victimisation; advancing equality of opportunity; and fostering good relations.

Service areas would ordinarily carry out a screening assessment, or Part One equality impact assessment. This enables energies to be focussed on review and monitoring and ongoing evidence collection about the positive or negative impacts of a service change upon groupings in the community, and for any adjustments to be considered and made accordingly.

If the screening indicates that there are likely to be significant negative impacts for groupings within the community, the service area would need to carry out a full report, or Part Two assessment. This will enable more evidence to be collected that will help the service area to

reach an informed opinion. Please contact the equality policy lead within the Council for more advice and guidance in this regard, as per details below.

For further information on the use of ESIIAs: please contact your head of service or contact Mrs Lois Dale, Rurality and Equalities Specialist and Council policy support on equality, via telephone 01743 258528, or email lois.dale@shropshire.gov.uk.