

Full Equality Impact Assessment:

Name of project, policy, function, service or proposal being assessed	Home to school transport policy
Date assessment completed	19 January 2015

At this stage you will need to re-visit your initial screening template to inform your discussions on consultation and refer to [guidance notes on completing a full EIA](#)

The 3 elements to the Home to School Transport Policy comprised 3 separate proposals which were agreed by Cabinet on 16 September 2014. These were:

Proposal 1: To increase the distance required for free transport between a pupils home and their school, to match the distance required by law (including Welsh Medium and Voluntary Aided Schools);

Proposal 2: To charge the full cost of a school bus pass for pupils who do not receive free school transport;

Proposal 3: To stop providing free transport for learners aged 16 or over who go to school or college.

1. Consultation

		Action Points
Who do you need to consult with (which equality groups)?	Within each of the protected characteristic groups the council will need to consult with: Head Teachers, Teachers, Governing Bodies, School Councils, School Students (10yrs – 18yrs), School Students (16+), Bridgend County Borough Council Youth Council, Parents, carers and guardians of children and the general public.	The consultation tools and mechanisms to be used should include: Focussed Meetings, Public Meetings, a consultation document and associated questionnaire, publication of all information on the council's website and school websites, press releases, information on the council's customer service screens, all partners, social media, Bridgemembers, schools texting service, Local Service Board, citizens panel
How will you ensure your consultation is inclusive?	The council is mindful that as wide a range of consultation and engagement activities and tools need to be deployed in order to reach as wide an audience of	

	<p>consultees as possible.</p> <p>Consultation and engagement must be maximised in order that public views and concerns are “heard and considered” by the council to identify better ways of working and influence difficult decision making from a representative group.</p> <p>Methods of consultation will include (where appropriate) bilingual (Welsh / English) materials, information produced in languages other than English and Welsh, large print documents, easy read versions of information, provision of audio information and will include a mix of hard copy documents and provision of online forms and information. The council recognises that, key to the</p>	
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	<p>council's consultation and engagement strategy is the commitment to visiting the public and other consultees in their own locations / communities at times that are convenient to them.</p>	
<p>What consultation was carried out? Consider any consultation activity already carried out, which may not have been specifically about equality but may have information you can use</p>	<p>Consultation activity comprised:</p> <ul style="list-style-type: none"> a) Bridgend Association of Head Teachers (BASH); b) The Federation of Primary Head Teachers; c) Bridgend Equality Forum (comprising representation from public, private and third sector service providers and representative groups). Arrangements were also made to meet with all parent governors but, due to a low level of interest, alternative arrangements were made. 	

	<p>d) 7 Community engagement workshops were arranged geographically covering Bridgend at: Bridgend College, Archbishop McGrath Catholic High School, Porthcawl Comprehensive, Pencoed Comprehensive, Coleg Cymunedol Y Dderwen, Maesteg Comprehensive and Ysgol Gyfun Gymraeg Llangynwydd. These schools were selected to represent the local area and relevant feeder schools.</p>	
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Record of consultation with people from equality groups

The following consultation events were arranged with a view to geographically covering the entire County Borough. The events were publicised via local media, the council's website, public notices, citizens panel, local schools, press and radio advertisements. Despite these arrangements and the development of, what was considered to be, a fully inclusive engagement strategy, attendance was, in some cases, disappointingly low.

Group or persons consulted	Date, venue and number of people	Feedback, areas of concern raised	Action Points
Pencoed Comprehensive School	13 October 2014, Pencoed Comprehensive School. There were no attendees.	There were no attendees	Please see tables within this Full EIA.
Archbishop McGrath High School	15 October 2014, Archbishop McGrath High School, 34 attendees.	Feedback documents were circulated to all attendees at the event for individual considered views to be shared with the council.	Please see tables within this Full EIA.

Coleg Cymunedol Y Dderwen	16 October 2014, Coleg Cymunedol Y Dderwen, 1 attendee.	Feedback documents were circulated to all attendees at the event for individual considered views to be shared with the council.	Please see tables within this Full EIA.
Porthcawl Comprehensive School	20 October 2014, Porthcawl Comprehensive School, 1 attendee.	Feedback documents were circulated to all attendees at the event for individual considered views to be shared with the council.	Please see tables within this Full EIA.
Maesteg Comprehensive School	22 October 2014, Maesteg Comprehensive School, 3 attendees.	Feedback documents were circulated to all attendees at the event for individual considered views to be shared with the council.	Please see tables within this Full EIA.
Bridgend College	23 October 2014, Bridgend College, 5 attendees.	Feedback documents were circulated to all attendees at the event for individual considered views to be shared with the council.	Please see tables within this Full EIA.

Ysgol Gymraeg Gynradd Llangynwyd	32 October 2014, Ysgol Gymraeg Gynradd Llangynwyd, 32 attendees.	Feedback documents were circulated to all attendees at the event for individual considered views to be shared with the council.	Please see tables within this Full EIA.
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Additionally, 725 responses to the consultation survey were received in total. 694 responses were in English and 32 in Welsh. An analysis of the origin of these responses follows in the table below:

Format	English	Welsh	Total
Paper	552	1	553
Online	131	31	162
E Mail	7	0	7
Letter	2	0	2
Report	1	0	1
Total	693	32	725

The survey comprised of 3 sections:

Section 1: asked 5 questions of the respondent to better understand the demographics;

Section 2: asked 5 qualitative questions regarding the proposals and the potential impact and

Section 3: asked featured the standard equalities questions suggested by Welsh Government.





Headline figures from the consultation and engagement responses were:

- The most popular response to proposal 1 (34%) was that there would be little or no impact if the proposal was introduced;
- 94% of respondents used one of three commuting methods ie council provided school buses (55%), driving by car (21%) and walking (18%);
- Only 2% of respondents would be affected if proposal 2 was introduced. However, the majority of respondents (35%) stated that the proposed cost was too expensive;
- 20% of respondents believed that introducing proposal 3 would have a negative future impact on the community and

- Respondents from both Archbishop McGrath High School and Ysgol Gymraeg Gynradd Llangynwyd feel they would be disproportionately affected if proposal 3 is introduced due to their large catchment areas. A detailed breakdown of consultation responses follows:

Organisation/school (if applicable).

Organisation/School (Q3)

Archbishop McGrath	564		75%
YGG Llangynwyd	66		9%
Y Dderwen	38		5%
Bridgend College	10		1%
Brynteg Comprehensive	8		1%
YGG Cynwyd Sant	8		1%
Ysgol Y Ferch O'r Sger Corneli	7		1%
St Mary's R.C	6		1%
St Mary's & St Patrick's	5		1%
Porthcawl Comprehensive	5		1%
Other	35		5%
Total	752		












The question offered respondents to select multiple options, as such, the total responses of 752 is larger than the total number of respondents (725).

The majority of responses were received in paper format from Archbishop McGrath High School as the school provided the questionnaires to all pupils. As such three in four respondents (75 per cent) were affiliated with the school.

An analysis of respondents follows:

Please tick the option(s) that best describes you as a respondent?

Demographic (Q5)

Pupil (secondary)	551		75%
Parent/carer	91		12%
School worker	60		8%
Student	12		2%
School governor	12		2%
Other	5		1%
Head teacher	3		0%
Charity/voluntary org	2		0%
Pupil (primary)	1		0%
Bus or taxi driver	1		0%
Police force	0		0%
Total	738		









The question offered respondents to select all that applied, as a multi choice question the total of 738 is higher than the total amount of respondents (725).

Over seven in ten of the respondents were secondary pupils (aged between 11-18). The majority of these responses were received from Archbishop McGrath High School.

A mode of transport question was used to identify how the respondent and their family members commute to school. The highest form of response was on free school buses with over half of the respondents (55 per cent) using council provided bus transportation. Commuting by car and walking received 21 per cent and 18 per cent of responses. These three forms of transport alone total 94 per cent of respondents commuting to and from school.

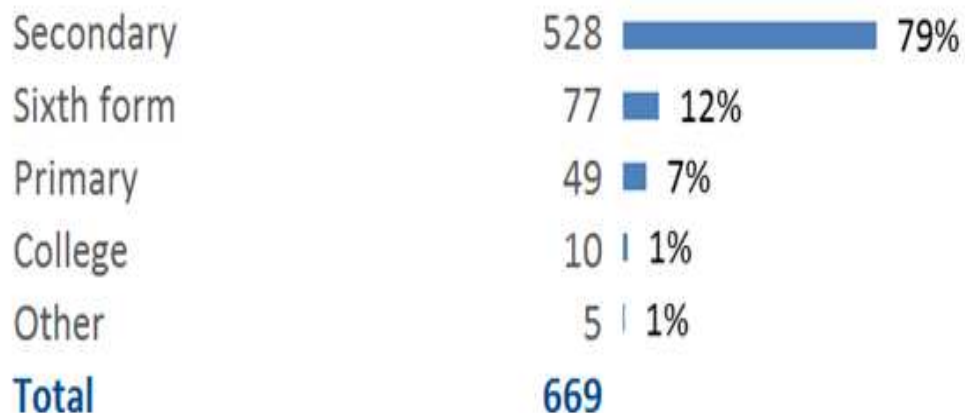
Modes of transport used and described by respondents were:

Modes of transport (Q6)

School bus (free)	419		55%
Car	161		21%
Walk	139		18%
Taxi	17		2%
School bus (paid)	16		2%
Public bus	8		1%
Cycle	2		0%
Other	2		0%
Total	764		

As part of understanding the demographic of responses received, respondents were asked to identify what level of study they or their family members were currently undertaking. Nearly four in five (79 per cent) stated that either themselves or a family member was in secondary school, with a further one in ten (12 per cent) in sixth form within secondary school.

Current level of study (Q7)





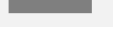







2. Assessment of Impact

Based on the data you have analysed, and the results of consultation or research, consider what the potential impact will be upon people with protected characteristics (negative or positive). If you do identify any adverse impact you **must**:

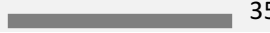

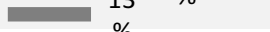

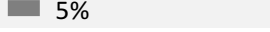

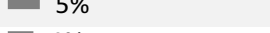

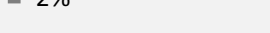
- a) Liaise with the Equalities Team who may seek legal advice as to whether, based on the evidence provided, an adverse impact is or is potentially discriminatory, and**
- b) Identify steps to mitigate any adverse impact – these actions will need to be included in your action plan.**

Include any examples of how the policy helps to promote equality.

The headline data and responses received on proposal 1 (increase the distance required for free transport between a pupil's home and their school, to match the statutory distance (including Welsh and faith schools)).

Proposal one	#	%	
Policy will have little effect	258	34	 34%
Cost on family	122	16	 16%
Change from Welsh to English school	99	13	 13%
Affect parent's working hours	43	6	 6%
Worry regarding attendance	39	5	 5%
Proposed distance too far to walk	39	5	 5%
Safety of children worries	38	5	 5%
Agreement with policy	35	5	 5%
Disagreement with policy - general	35	5	 5%
Other	58	8	 8%

The headline data and responses received on proposal 2 (to charge the full cost of a school bus pass for pupils who do not receive free school transport).

Proposal two	#	%	
Increase too expensive	228	35	 35%
Little or no effect	151	23	 23%
Change from Welsh to English school	83	13	 13%
Affect parent's working hours	56	9	 9%
Worry regarding attendance	33	5	 5%
Proposed distance too far to walk	33	5	 5%
Safety of children worries	30	5	 5%
Agreement with policy	25	4	 4%
Other	17	2	 2%

Through the community engagement workshops it was suggested that all pupils not receiving free transport should be guaranteed a seat should they be willing to pay – currently due to the requirements of having to provide certain pupils with free transport, if a child in a position to receive free transport requests a place on the school bus, pupils paying for a place could be forced to lose their paid place.

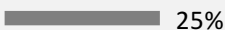

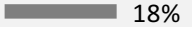
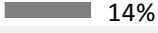





The headline data and responses received on proposal 3 (to stop providing free transport for learners aged 16 or over who go to school or college)

Proposal three	#	%	
Negative future impact on the community	127	20	20
Cost would impact FE* attendance	120	19	19
Little or no impact	110	18	18
Religious education could be impacted	81	13	13 %
Welsh education could be impacted	56	9	9%
Quality of life would change	48	8	8%
Provide savings required elsewhere	38	6	6%
Introduce hardship fund or subsidy / increase EMA	13	2	2%
Current bus routes insufficient	10	2	2%
Other	23	3	3%

One suggested alternative was to host lessons for YGG Llangynwyd sixth form at a more central location, particularly those that are currently conducted alongside Ysgol Llanhari. More generally for all further education establishments, a suggestion given within the consultation was to reform the classes for students to minimise the necessity of travel. An area that will need addressing according to the respondents if proposal three does go ahead is the availability of bus routes for students in further

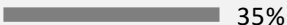






education to sufficiently attend their school of choice. At present, some pupils would have to catch multiple buses in order to reach their destination each day.

The groups of learners aged 16 or over who consultation respondents felt should continue to receive free transport were as follows:

Exceptions	#	%	
Disabled children	106	25	 25%
Every child	87	21	 21%
Children in care / care leavers	73	18	 18%
Households on low incomes or certain benefits	57	14	 14%
NEETs / those at risk	26	6	 6%
All of the above	25	6	 6%
Protect Welsh and Faith schools	20	5	 5%
Over 16s	10	2	 2%
Other	13	3	 3%

One in four respondents (25 per cent) suggested that disabled children should be entitled to continue to receive free transportation. Over one in five (21 per cent) believed that all children should be entitled to free transportation – which would oppose the introduction of proposal three. Children in care and care leavers received almost one in five (18 per cent) respondents supporting the group having free transport.

Respondents to the consultation felt that the changes the council could reasonably make to encourage pupils and students to walk or cycle more often to and from school or college were:

Exceptions	#	%	
Safe routes	99	35	 35%
Better / new routes	67	24	 24%
Training schemes (improve awareness)	31	11	 11%
Better facilities for bikers (lock ups etc.)	31	11	 11%
Special bike deals / bike schemes	21	7	 7%
Adequate street lighting	15	5	 5%
Other	19	6	 6%

The majority of respondents (35 per cent) believed that introducing safe routes was the preferred way to encourage more pupils and students to walk or cycle more often. Respondents also believed that introducing better routes would help with almost one in four (24 per cent) making reference to this suggestion. Alongside safer routes it was also suggested by 11 per cent of respondents that training schemes should be offered to improve awareness of the routes available and also teach those that require help. The same percentage (11 per cent) also wanted better facilities in order for cyclists, for instance lock-ups for bikes and shower/changing facilities. Other suggestions offered within the consultation were that schools should receive awards for being 'green' such as certificates and stickers for pupils/students. Alternatively one respondent suggested that by having a communal drop off point further from the school

would ensure there is some degree of activity, this has been disputed by others within the consultation as the knowledge their child has safely arrived at school is paramount.

The conclusion of the consultation was that:

Proposal one

The consultation has demonstrated that of the three proposals, proposal one was the most accepted by the majority as having a minimal affect. Comparatively, YGG Llangynwyd would be disproportionately affected by the introduction of proposal one in comparison to other schools within the county borough.

Proposal two

Proposal two will have an impact on a minority of pupils/students however, the majority believe that the introduction of charging the actual cost for a school seat is too expensive. Suggestions of offering a subsidy for those who do have to pay, and guaranteeing the place for the paying pupil were highlighted both in the questionnaire and the customer engagement workshops.

Proposal three

Proposal three is the most disputed amongst respondents. Concerns are centred on:

- ▶ the current infrastructure – specifically the current bus routes if those attending further education require to use the service;
- ▶ the financial costs the proposal would add to students and families attending further education and how the additional cost may increase the numbers of those currently not in education or training (NEETs); and,
- ▶ both Archbishop McGrath High School and YGG Llangynwyd feel they are disproportionately affected if the proposal were to be introduced due to their large catchment areas. It is important to note that proposal three does provide a more comprehensive coverage to these schools than legally required.

Gender	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact on women and men.	None	Neither men nor women will be disproportionately negatively affected by this proposal.
Disability	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact on disabled people (ensure consideration of a range of impairments, e.g. physical, sensory impairments, learning disabilities, long-term illness).	25% of respondents felt that disabled children could be negatively impacted by the proposal and that they should continue to have free transportation. Additionally, a number of parents, carers and guardians have expressed concerns that, should children be	Special Educational Needs (SEN) services will be protected, these proposals affecting mainstreaming education only.. The transport requirements of pupils with SEN or a disability depend on individual circumstances and

	required to walk to school, they would not be able to accompany them due to a disability.	the route they must travel. If a pupil cannot walk to school because of the nature of their special education needs or disability, the local authority must provide free home to school transport even if the distance is less than the statutory limit.
Race	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact of the service on Black and minority ethnic (BME) people.	Black and minority ethnic people will not be disproportionately negatively affected by this proposal. However, the impact on families	Although BME people will receive equal consideration under these proposals, there is a perceived risk that there may be a drop in students opting for a 6 th form education through the medium of

	<p>and individual students expressing a desire to receive a Welsh Medium Education is of most concern to respondents.</p> <p>Due to the geographical location of YGG Llangynwyd, an alteration to the free transport distance from two miles to three miles may mean pupils/students living in Maesteg will have to pay for a bus seat (not guaranteed). While they live within walking distance of Maesteg Comprehensive, the cost and the risk of not being guaranteed a seat on the bus could encourage parents or pupils/students themselves to transfer to the English speaking</p>	<p>Welsh should transportation to and from the Welsh Medium Secondary School which may persuade students to opt for 6th Form education elsewhere. This would have a possible 2 fold impact:</p> <ol style="list-style-type: none"> 1. YGG Llangynwyd's provision of 6th Form education through the medium of Welsh may no longer be viable and; 2. The number of Welsh speakers in Bridgend and therefore the promotion of the Welsh Language and Culture, may drop significantly over the coming
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	comprehensive as it would be within walking distance for some pupils.	years. This latter impact would require immediate consideration.
Religion and belief	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact of the service on people of different religious and faith groups.	Respondents from Archbishop McGrath High School expressed concern that the proposals would negatively impact families and children from the Roman Catholic Faith due to its large catchment area ie the need for Roman Catholic children from across Bridgend County Borough to have to travel to this school for Secondary School Education within the Roman Catholic Faith.	Proposal three already provides a more comprehensive coverage to Archbishop McGrath High School than the required statutory minimum. There is a perceived risk that there may be a drop in students opting for a 6th form education in Archbishop McGrath High School as transportation to and from the School may persuade students to opt for 6th Form education elsewhere. This would have a possible 2 fold

		<p>impact:</p> <ol style="list-style-type: none"> 1. Archbishop McGrath High School's provision of 6th Form education may no longer be viable and; 2. There may be a significant impact on the Roman Catholic Faith in Bridgend. This latter impact would require immediate consideration.
Sexual Orientation	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact of the service on gay, lesbian and bisexual people.	None	There is no disproportionate or negative affect identified by this proposal in terms of sexual orientation.

Age	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact of the service on older people and younger people.	By the very nature of this proposal, younger people (from age 5 upwards) will be impacted. Additionally, parents, carers and guardians may be affected by the proposal as, if approved, they will need to consider alternative modes of transport to ensure children attend school which, for some may not be viable.	Students aged 16 + will be treated equally whether they opt for 6 th Form education in schools or to go to college. The sibling rule will also be applied enabling children to attend the same school as their siblings.
Pregnancy & Maternity	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact on pregnancy and maternity	None	There is no disproportionate or negative affect identified by this proposal in terms of pregnancy

		and maternity.
Transgender	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact of the service on transgender people	None	There is no disproportionate or negative affect identified by this proposal on transgender people.
Marriage and Civil Partnership	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact of the service on Marriage and Civil Partnership.	None	There is no disproportionate or negative affect identified by this proposal in terms of marriage and civil partnership

It is essential that you now complete the action plan. Once your action plan is complete, please ensure that the actions are mainstreamed into the relevant Thematic Service Development Plan.

3. Action Plan

Action	Lead Person	Target for completion	Resources needed	Service Development plan for this action
Action 1				

Please outline the name of the independent person (someone other the person undertaking the EIA) countersigning this EIA below:

Please outline how and when this EIA will be monitored in future and when a review will take place:

Signed:

Date:

4. Publication of your results and feedback to consultation groups

It is important that the results of this impact assessment are published in a user friendly accessible format.

It is also important that you feedback to your consultation groups with the actions that you are taking to address their concerns and to mitigate against any potential adverse impact.

Please send completed EIA form to the [Equalities Team](#)