

Annex 2: Equality Impact Assessment Template

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1. Topic of assessment

EIA title:	Independent Travel Training for Children and Young People with SEND
EIA author:	Helena Kulikowska, Senior Project Manager

2. Approval

	Name	Date approved
Approved by ¹		

3. Quality control

Version number	1.0	EIA completed	This EIA will be regularly monitored, and kept updated as independent travel training is introduced to ensure that the Council is appropriately mitigating any potential unintended negative impacts.
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¹ Refer to earlier guidance for details on getting approval for your EIA.

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Date saved	11.10.2017	EIA published	
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4. EIA team

Name	Job title (if applicable)	Organisation	Role
Helena Kulikowska	Senior Project Manager	Surrey County Council	Project Manager

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5. Explaining the matter being assessed

What policy, function or service is being introduced or reviewed?	<p>The Council plans to commission an independent travel training provider to equip children and young people with special educational needs and disabilities (SEND) with the skills and confidence to travel independently to school, college or placement, where appropriate.</p> <p>This change affects children and young people with SEND (age 11 and above) who are currently eligible, or who will become eligible for home to school travel assistance in the next five years.</p> <p>Independent Travel Training is already included in the Council's existing Pre-16 and Post-16 SEND travel assistance policies, however there is currently no delivery model in place to support this. By commissioning this service, the Council will be providing children and young people with access to specialist training and support to develop essential independence skills, offering lifetime benefits.</p> <p>Independent Travel Training is the first in a series of planned service improvements for SEND home to school transport designed to better meet the needs of county's pupils through a broader range of assistance options, whilst ensuring cost-efficiency and sustainability.</p> <p>The Council's 2017/18 budget for SEND transport is £25.5m, however an overspend of £1.2m is expected in the current financial year, due to the increasing number of children and young people becoming eligible for travel assistance, repeating the pattern seen in recent years. The Council's existing travel assistance offer is limited to mainly taxi and minibus transport, resulting in an annual cost of nearly £27m that is no longer sustainable.</p>
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In order to maintain a sustainable service, the Council needs to achieve £7m savings from the overall SEND transport budget by 2021, included within the Council's Medium Term Financial Plan. The introduction of travel training will contribute to achievement of these savings by enabling more children and young people to travel to school independently, reducing the need for taxi or minibus transport.

The intended outcomes for independent travel training include:

- Children and young people with SEND have the skills and confidence to travel safely and without anxiety by public transport, on foot, or by bicycle, to school, college or placement, as well as socially, to access other key services and connect with friends and family.
- Children and young people with SEND are better supported and prepared for adulthood and independence, and to access further education, training or employment.
- The Council is able to deliver a more cost-efficient and sustainable service for the future.

Surrey County Council and its chosen provider will work together with schools, colleges, parents and carers to identify children and young people who it reasonably believes could be successfully supported to travel independently to school or college safely. The Council will consider a number of criteria when considering which children and young people should be offered independent travel training, including, but not limited to:

- the age of the pupil;
- the SEN of the pupil;
- existing level of independence skills;
- distance between home and school;
- the route that would need to be followed;
- journey times using public transport or walking;

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	<ul style="list-style-type: none">• the frequency of journeys required. <p>This would be further supported by a comprehensive training consultation involving parents, carers and the school or college to confirm a child or young person's suitability and readiness for training.</p>
What proposals are you assessing?	<p>The Council plans to introduce a new independent travel training offer for children and young people with SEND. The impact of this will be that this form of travel assistance will be offered to parents and carers of children and young people with SEND who the Council together with its chosen provider, and the school/college, reasonably believe could be successfully supported to travel to school or college independently and safely. This will be supported by a comprehensive training consultation, involving the parents/carers and school/college to determine suitability.</p> <p>This could involve a change in routine for children and young people previously supported by taxi or minibus transport, causing anxiety. For this reason, each trainer works with the pupil, parents and carers, and teacher, to design a bespoke personalised training plan. They work together to identify the new route to school or college, and to prepare the pupil to travel. This includes aspects such as 'stranger danger', who to ask for help, and to address any anxiety the pupil or parents and carers may have. A two year after care package is also offered, including the option of re-training, to provide ongoing support the children and young people.</p>
Who is affected by the proposals outlined above?	<p>Groups who will be affected by these proposals are:</p> <ul style="list-style-type: none">• Children and young people with SEND who are eligible for travel assistance• An initial analysis identified up to 474 children and young people in Surrey (age 11 or over) who could be suitable for independent travel training based on their level of need, and having a journey to school that is practical for independent travel. Further testing and comparisons against the Council's transport data confirmed that at least 286 children and young people could benefit from independent travel training. Furthermore, 147 of these have a minimum of five years left in education – offering a greater potential to support these children and young people earlier ahead of transition to adulthood,

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	<p>increasing confidence and reducing anxiety, and to generate savings. Parents, carers and families of children and young people with SEND.</p>
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6. Sources of information

Engagement carried out

A series of engagement events and webinars have been held with parents and carers throughout 2017 more broadly on the topic of the future of SEND Travel Assistance. Feedback has been very positive about the new opportunities for travel training, however some parents and carers have expressed concerns about their child's suitability.

Surrey County Council together with CT Plus Community is committed to working together with parents, carers, schools and colleges to design, plan and deliver independent travel training. The Council will consider a number of criteria when considering which children and young people should be offered independent travel training, including, but not limited to:

- the age of the pupil;
- the SEN of the pupil;
- existing level of independence skills;
- distance between home and school;
- the route that would need to be followed;
- journey times using public transport or walking;
- the frequency of journeys required.

This would be further supported by a comprehensive training consultation by CT Plus Community involving parents, carers and the school or college to determine suitability and readiness.

Families will also be involved in developing the training plan, and will receive regular feedback on progress, and parents and carers will have the opportunity to shadow training sessions. Furthermore, once the training programme has been completed, parents and carers will be asked to confirm they are happy for their child or young person to start travelling independently.

The SEND Transport Programme also engaged with a number of schools in the initial "discovery" or scoping phase of the project. Schools are keen to see a greater emphasis on independence, and as long as the independent travel training offer is made available to children and young people who can manage this mode of transport, there is strong

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support.

Data used

- Extensive feedback from parents and carers from public engagement events and webinars, and public consultation on the Council's draft 'Travel Assistance Policy for Children and Young People with SEND, 0-25 years'
- Statutory requirements placed on local authorities in the Home to School Travel and Transport: Statutory Guidance for Local Authorities (Department for Education, 2014);
- The Special Educational Needs and Disability (SEND) Code of Practice (Department for Education, 2015);
- The Local Offer (<https://www.surreylocaloffer.org.uk/kb5/surrey/localoffer/home.page>)
- The Education Act 1996 and S 54 of ASCL 2009 and new s509AB(6)
- Post 16 Transport and Education and Training Statutory Guidance Feb 2014.

7. Impact of the new/amended policy, service or function

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7a. Impact of the proposals on residents and service users with protected characteristics

Protected characteristic ²	Potential positive impacts	Potential negative impacts	Evidence
Age	Children and young people with SEND are supported and enabled to develop essential independence skills early on, better preparing them for accessing further education, training and employment.	<ul style="list-style-type: none">A prospect of change in routine travel arrangements for children and young people previously travelling by taxi or minibus could cause anxiety and distress.Once a child or young person is travelling independently, an incident on the journey to school or college could cause anxiety and a loss of confidence.	<ul style="list-style-type: none">Feedback from SEN staff, parents and carersKnowledge and experience of chosen provider of working with children and young people with SEND
Disability	As above	Where a child or young person might benefit from travel training but does not have a practical route to school or college by public transport, creating a potential barrier to	<ul style="list-style-type: none">Feedback from parents and carers

² More information on the definitions of these groups can be found [here](#).

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		accessing the benefits of training.	
Gender reassignment	N/A		
Pregnancy and maternity	N/A		
Race	N/A		
Religion and belief	N/A		
Sex	N/A		
Sexual orientation	N/A		
Marriage and civil partnerships	N/A		

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7b. Impact of the proposals on staff with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence

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Age	N/A		
Disability	N/A		
Gender reassignment	N/A		
Pregnancy and maternity	N/A		
Race	N/A		
Religion and belief	N/A		
Sex	N/A		
Sexual orientation	N/A		
Marriage and civil partnerships	N/A		

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8. Amendments to the proposals

Change	Reason for change
N/A	

9. Action plan

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Potential impact (positive or negative)	Action needed to maximise positive impact or mitigate negative impact	By when	Owner
A prospect of change in routine travel arrangements for children and young people previously travelling by taxi or minibus could cause anxiety and distress.	<ul style="list-style-type: none"> The Council/provider will only approach families whose children/young people it believes could reasonably be trained to travel independently, based on, but no limited to, the child/young 	From when first cohort start training – approximately April 2018.	Surrey County Council, CT Plus Community.

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	<p>person's age; SEN; and distance and route from home to school.</p> <ul style="list-style-type: none">• A comprehensive training consultation carried out by the Council's independent travel training provider involving parents/carers and school/college will subsequently confirm if a child/young person is suitable for independent travel training.• Training is one-on-one and tailored to the child/young person's needs and pace of learning, gradually building on independence skills as the child/young person gains confidence and skills.• The child/young person and family are involved in developing the training plan, preparing the child/young person		
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	for training.		
Once a child or young person is travelling independently, an incident on the journey to school or college could cause anxiety and a loss of confidence.	Each pupil will have access to a two-year after care package to provide ongoing support, including the option of retraining where needed.	From when first cohort start training – approximately April 2018.	
Where a child or young person might benefit from travel training but does not have a practical route to school or college by public transport, creating a potential barrier to training.	<p>The Council may provision additional transport assistance for a part of the route, where appropriate, to enable the child or young person to travel to school or college independently.</p> <p>Vulnerable students who are unable to use public transport or walk to school due to their special needs or physical disabilities will still receive the support they need to get to school, college or placement.</p>	<p>From when first cohort start training – approximately April 2018.</p>	Surrey County Council

10. Potential negative impacts that cannot be mitigated

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Potential negative impact	Protected characteristic(s) that could be affected
N/A	N/A

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11. Summary of key impacts and actions

Information and engagement underpinning equalities analysis	<p>Please see section 6 of this report.</p>
Key impacts (positive and/or negative) on people with protected characteristics	<ul style="list-style-type: none"> • Children and young people with SEND will be supported and enabled to develop essential independence skills, better preparing them for adulthood. • A prospect of change in routine travel arrangements for children and young people previously travelling by taxi or minibus could cause anxiety and distress. • Once a child or young person is travelling independently, an incident on the journey to school or college could cause anxiety and a loss of confidence. • Where a child or young person might benefit from travel training but does not have a practical route to school or college by public transport, creating a potential barrier to training. • The Council may provision transport assistance for a part of the route, where appropriate, to enable the child or young person to travel to school or college independently.
Changes you have made to the proposal as a result of the	N/A

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EIA	
Key mitigating actions planned to address any outstanding negative impacts	<ul style="list-style-type: none">• The Council/provider will only approach families whose children/young people it believes could reasonably be trained to travel independently, based on, but no limited to, the child/young person's age; SEN; and distance and route from home to school.• A comprehensive training consultation carried out by the Council's independent travel training provider involving parents/carers and school/college will subsequently confirm if a child/young person is suitable for independent travel training.• Training is one-on-one and tailored to the child/young person's needs and pace of learning, gradually building on independence skills as the child/young person gains confidence and skills.• The child/young person and family are involved in developing the training plan, preparing the child/young person for training.• Each pupil will have access to a two year after care package to provide ongoing support, including the option of retraining where needed.• Vulnerable students who are unable to use public transport or walk to school due to their special needs or physical disabilities will still receive the support they need to get to school, college or placement.
Potential negative impacts that cannot be mitigated	N/A

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Further guidance

If you need more advice and guidance, you may find the following sources useful:

- [Government Equality Office: Equality Act guidance](#)
- [Equality and Human Rights Commission: Guidance on the Equality Duty](#)
- [Equality and Human Rights Commission: Making fair financial decisions](#)
- [Equality and Human Rights Commission: Meeting the Equality Duty in policy and decision making](#)
- [TUC: Equality Toolkit](#)