

Diversity impact assessment

TITLE <i>Name/description of the issue being assessed</i>	Proposals to amend the Education Travel Assistance Policy
DATE <i>Date the DIA is completed</i>	2 August 2021
LEAD OFFICER <i>Name of person responsible for carrying out the DIA.</i>	Paul Clarke – Head of School Services

1 Summary description of the proposed change

- *What is the change to policy/service/new project that is being proposed?*
- *How does it compare with the current situation?*

As a result of a number of transport appeals to the School Transport and Curriculum Appeals Committee from parents whose children had acquired a place at a grammar school on an independent admission appeal, but who did not pass the Medway Test, the committee recommended that the Cabinet is asked to consider whether an amendment be made to the policy where pupils who secure a place at a Medway Grammar School on appeal should also be classed as grammar ability under the Education Travel Assistance Policy and therefore entitled to travel assistance under the same criteria. Under the current policy, only those pupils who passed the Medway Test would be eligible.

The proposal is to add in a sentence to section 1.4c of the policy (Shown in bold below):

For secondary age pupils, Medway Council also take into account whether a child is of grammar ability (under the Medway Test assessment procedures **or admitted to a Medway grammar school following an independent admission appeal**) or non-grammar ability. For grammar assessed pupils a Medway grammar school will be considered as the nearest suitable qualifying school.

Amending the Travel Assistance Policy will mean that pupils attending a Medway grammar school will be treated the same when they apply for travel assistance whether they gained a place under the Medway Test assessment or following an independent admission appeal.

Diversity impact assessment

2 Summary of evidence used to support this assessment

- Eg: Feedback from consultation, performance information, service user records etc.
- Eg: Comparison of service user profile with Medway Community Profile

A period of consultation was undertaken between 19 April 2021 to 30 May 2021. During this time no responses were received. Whilst this is a disappointing response, despite the wide ranging circulation of the consultation document, it is not entirely unexpected given the circumstances around these proposals. The amendments will only make the process fairer for pupils and minimal pupils will be impacted.

3 What is the likely impact of the proposed change?

Is it likely to :

- Adversely impact on one or more of the protected characteristic groups?
- Advance equality of opportunity for one or more of the protected characteristic groups?
- Foster good relations between people who share a protected characteristic and those who don't?

(insert ✓ in one or more boxes)

Protected characteristic groups	Adverse impact	Advance equality	Foster good relations
Age	NA	NA	YES
Disabilty	NA	NA	NA
Gender reassignment	NA	NA	NA
Marriage/civil partnership	NA	NA	NA
Pregnancy/maternity	NA	NA	NA
Race	NA	NA	NA
Religion/belief	NA	NA	NA
Sex	NA	NA	NA
Sexual orientation	NA	NA	NA
Other (eg low income groups)		YES	YES

Diversity impact assessment

4 Summary of the likely impacts

- Who will be affected?
- How will they be affected?

It is expected that any impacts will be positive with an overall fairer process in place determining who is eligible for travel assistance.

5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

- Are there alternative providers?
- What alternative ways can the Council provide the service?
- Can demand for services be managed differently?

No impacts are expected to be negative.

6 Action plan

- Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

Action	Lead	Deadline or review date
Monitor numbers of appeals to the School Transport and Curriculum appeals committee.	PC	June 2022

7 Recommendation

The recommendation by the lead officer should be stated below. This may be:

- to proceed with the change implementing action plan if appropriate
- consider alternatives
- gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

Proceed with the change and implement proposals.

8 Authorisation

The authorising officer is consenting that:

- the recommendation can be implemented
- sufficient evidence has been obtained and appropriate mitigation is planned
- the Action Plan will be incorporated into service plan and monitored

Assistant Director

Chris Kiernan - Assistant Director for Education and SEND.

Date

2 August 2021

Contact your Performance and Intelligence hub for advice on completing this assessment

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Send completed assessment to the Corporate Performance & Intelligence Hub (CPI) for web publication