

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>	16 June 2023
LEAD OFFICER <i>Name of person responsible for carrying out the DIA.</i>	Paul Clarke – Strategic Head of Education - Planning and Access

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?*

The proposed changes will result in the ETAP facilitating a more effective policy, which promotes and supports independence in Medway’s young people.

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*

As part of the formal consultation all responses received were taken into consideration and reported as part of the determination process. As part of the feedback considered the option E to remove transport for part time pupils i.e. those that required transport outside of morning pick up and afternoon drop off was not recommended to take forward.

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
Disability	NA	Yes	Yes
Gender reassignment	NA	NA	NA

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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	

4 Summary of the likely impacts

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

The proposals will promote and support independence for the young people with SEND across Medway, and provide a potential financial incentive for parents where requested.

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, but all responses to the subsequent consultation period were considered within the criteria set out above to assess any potential negative impacts. As stated Option E was not recommended for progression.

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 outcomes of the changes and assess their benefits and take action as appropriate	LP	June 2024

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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.

Continue with the implementation of the five recommended options (exception being option E). Ensure that Option F will only be implemented with the agreement of the parent/carers.

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

Celia Buxton

Date