Bath & North East Somerset Council

Improving People's Lives

Equality Impact Assessment / Equality Analysis

Budget Proposals

This template has been developed for the specific purpose of analysing the equality impact of proposals that have been put forward as part of budget setting. Use this template to identify what impact or likely impact the proposal will have on people with protected characteristics.

Title of savings proposal	Home to School Transport Service Efficiencies			
Growth or Savings/Income?	Savings	**FTE Reduction/Increase**	0	
Brief Description and Aim *(no more than 100 words)*	Through changes to the way the service operates, efficiencies would be made to achieve savings of £250,000 a year. This would be through initiatives such as increasing the provision of in-house operated routes to schools and efficiencies in routing.			
Budget Reduction / Growth Value *(note year 2 value is the increase/decrease on year 1)*	**Year**	**2027/28**	**2028/29**	**2029/30**
	Value (£000)	(£250)	0	0
Directorate/Service area and Cabinet Portfolio	Place Directorate/Highways Delivery Sustainable Transport Delivery			

Impacts to Service Delivery *(no more than 100 words)*	There should be no negative impacts to service delivery. More effective contract management and more in-house fleet should mean that services are delivered that are more cost effective and that we have more direct control over.
Delivery Risk Rating (High/Medium/Low) *(Please detail reasons and actions to reduce risk)*	**High.** The Home to School Transport demand is already significant and the budget has been overspent in recent years. To deliver savings on top of cost reduction will be hard to achieve. Additional corporate transformation resource will help to do this. Increasing demand for providing home to school transport and/or the increasing cost of contracted routes (eg due to rising fuel costs) could push up costs, off-setting any savings made through efficiencies.
Do the aims of this proposal link to any other budget proposals? *(no more than 100 words)*	They are part of the council's Transformation Plans but do not link directly to any other proposals.
Consider whether this proposal has any knock-on impacts to other services. If so, please provide service and detail *(no more than 100 words)*	Potential impacts on Fleet, HR, Finance, Procurement/Legal, SEND and Safeguarding from increased in-house provision and contract management. Community transport changes may also affect capacity for existing users. These impacts will be managed through planned implementation, appropriate resourcing and ongoing monitoring.

Assessment of impact: 'Equality analysis'

Use the spaces below to demonstrate you have analysed how this proposal:

- Meets any needs of equality groups or helps promote equality in some way.
- Could have a negative or adverse impact for any of the equality groups - and if so, mitigating actions.
- Could have potential knock-on effects for other service areas or create problems because of cumulative impacts.

	All equality areas/characteristics	How this proposal might advance equality	Potential negative or adverse impacts - and what steps can be taken to mitigate this	Potential knock-on impacts for other service areas/other proposals
1	**Sex**	Eligibility criteria does not differentiate between sex. All children and young people who are eligible will receive appropriate travel arrangements.	No adverse impacts identified.	None expected.
2	**Pregnancy & maternity**	None identified.	No adverse impacts identified.	None expected.
3	**Gender reassignment**	Eligibility criteria does not differentiate between gender. All children and young people who are eligible will receive appropriate travel arrangements.	No adverse impacts identified.	None expected.
4	**Disability**	Continue to support and provide appropriate travel arrangements to schools for eligible SEND children and young people. Children with SEND may have more reliable transport to school with an in-house fleet Increased use of in house fleet may provide greater control over driver training, vehicle standards, safeguarding practices and service	Changes to established drivers, passenger assistants, vehicles or longer / more consolidated routes may adversely affect children with disabilities, sensory needs, anxiety or complex medical needs. Changes will be subject to individual needs and risk assessment, particularly for children with complex SEND or medical needs.	None expected.

		consistency as well as improve communication with families. Enable quicker implementation of reasonable adjustments and individual transport arrangements/adaptions.	Route optimisation and vehicle sharing may increase journey times for some children	
5	**Race**	Eligibility criteria does not differentiate based on ethnicity. All children and young people who are eligible will receive appropriate travel arrangements.	No adverse impacts identified.	None expected.
6	**Sexual orientation**	Eligibility criteria does not differentiate based on sexual orientation. All children and young people who are eligible will receive appropriate travel arrangements.	No adverse impacts identified.	None expected.
7	**Marriage and civil partnership**	None identified.	No adverse impacts identified.	None expected.
8	**Religion/belief**	Eligibility criteria does not differentiate based on religion or belief. All children and young people who are eligible will receive appropriate travel arrangements.	No adverse impacts identified.	None expected.
9	**Age**	Enable appropriate travel arrangements to be made for eligible children and young people.	Younger children and those who rely heavily on routine may find transitions more difficult.	None expected.

		Children and young people eligible for home to school transport may benefit from a more consistent and reliable service through increased direct control of provision.		
	B&NES Local Priority			
10	**Socio-economically disadvantaged**	Enable appropriate travel arrangements to be made for eligible children. Increased provision of local employment. Children with SEND from a socio-economically disadvantaged background may have more reliable transport to school with an in-house fleet Reliable transport supports attendance and access to school for children from lower-income households who may have fewer alternatives.	Changes may disproportionally impact families with less access to alternative transport. Changes will be carefully planned and clearly communicated in advance, with continuity of transport maintained during transition wherever possible.	None expected.
11	**Rural communities**	Enable appropriate travel arrangements to be made for eligible children.	Pupils in rural areas may have longer journeys and fewer alternative transport options.	None expected.

		Increased in house fleet utilisation may improve resilience and availability of transport in rural areas where commercial transport are limited and routes can be harder to procure.	Route consolidation could increase journey times. Rural journey reliability and journey times will be monitored.	
12	**Armed Forces Community**	The Armed Forces Community often experience inequality within access to education. All children and young people who are eligible will receive appropriate travel arrangements.	No adverse impacts identified.	None expected.
13	**Care Experienced**	Continue to support and provide appropriate travel arrangements to schools for eligible SEND children and young people who are in care. Children who are care experienced with SEND may have more reliable transport to school with an in-house fleet	As above, changes may have a greater impact where alternatives are limited, making clear communication essential.	None expected.

Once completed, this equality analysis template needs to be approved by your director/ their nominated senior officer.

Following this sign off, send a copy to the Equalities Team (equality@bathnes.gov.uk)

Name of officer(s) conducting equality analysis: Paul Garrod

Signed off by: (Director or nominated senior officer)

Date:

For assistance in completing this template and/or to discuss the findings please email Equality@Bathnes.gov.uk to arrange a time to do this.