

## Integrated Impact Assessment (IIA)

This Integrated Impact Assessment considers the duties and requirements of the following legislation in order to inform and ensure effective decision making and compliance:

- Equality Act 2010
- Welsh Language Standards (No.1) Regulations 2015
- Well-being of Future Generations (Wales) Act 2015
- Environment (Wales) Act 2016

### Version Control

Version	Author	Job title	Date
Version 1	Debora Holder-Phillips	Education Transport Manager	April 2023

### 1. Details of the initiative

	<b>Title of the Initiative:</b> Introduction of Personal Travel Budgets (PTB) as an additional form of home to school travel assistance offered by the Council
<b>1a</b>	<b>Service Area:</b> Home to School Travel Assistance Service – Education Transport
<b>1b</b>	<b>Directorate:</b> Education Leisure Lifelong Learning
<b>1c</b>	<b>Summary of the initiative:</b> The Home to School Travel Assistance Service (Education Transport) is seeking to introduce Personal Travel Budgets (PTB) as an additional form of travel assistance under the Council’s Home to School Transport Policy 2017. The Personal Travel Budget will offer families of those pupils who are entitled to home to school travel assistance more choice and flexibility in making their own arrangements for getting their child to school. The Personal Travel Budget extends the current offer of a mileage allowance to additional ways of spending a payment awarded under a Personal Travel Budget. Introducing Personal Travel Budgets as an additional means of travel assistance will also assist the Council to manage escalating costs against the Home to School Transport Budget and ensure that the Council meets its legal duty to provide travel assistance to all those who are found to have an entitlement
<b>1d</b>	<b>Is this a ‘strategic decision’?</b> Yes

<b>1e</b>	<b>Who will be directly affected by this initiative?</b> Children, young people and their families who have an entitlement to home to school travel assistance provided by the Council
<b>1f</b>	<b>When and how were people consulted?</b> N/A
<b>1g</b>	<b>What were the outcomes of the consultation?</b> N/A

## 2. Evidence

### What evidence was used in assessing the initiative?

Financial data for 2022/2023 and home to school travel statistical information for 2022/2023  
 NPTCBC Home to School Travel Policy 2017  
 The Education Act 1996  
 The Learner Travel (Wales) Measure 2008  
 The Learner Travel Statutory Provision and Operational Guidance 2014  
 The Learner Travel Information (Wales) Regulations 2009

## 3. Equalities

a) How does the initiative impact on people who share a **protected characteristic**?

Protected Characteristic	+	-	+/-	Why will it have this impact?
Age			√	The introduction of Personal Travel Budgets as an additional means of travel assistance will impact NPT pupils of all ages. Those with entitlement to home to school travel assistance may be offered a Personal Travel Budget if it was considered suitable to do so, and it was established to be the most cost effective solution for the Council when meeting its duty to provide travel assistance for a

			<p>pupil who is deemed entitled. It is considered that the impact will be neutral as the introduction of Personal Travel Budgets is an extension of the options of travel assistance available to the Council. The initiative is not age specific and Personal Travel Budgets could be offered to pupils of all ages who have an entitlement under the Council's Home to School Travel Policy.</p>
Disability	√		<p>The Council's arrangements for home to school travel assistance includes pupils with additional learning needs and/or disability. The introduction of Personal Travel Budgets as an additional means of travel assistance would impact NPT pupils with additional learning need and/or disability as those with entitlement to home to school travel assistance may be offered a Personal Travel Budget if it was considered suitable to do so, and it was established to be the most cost effective solution for the Council meeting its duty to provide travel assistance for a pupil who was deemed entitled.</p> <p>The offer of a Personal Travel Budget allows families of pupils with an entitlement to home to school travel assistance, including those with an additional learning need and/or disability more choice and flexibility around making their own arrangements for getting their child to school which also meets the needs of the individual child and the family's circumstances.</p> <p>It is likely that the impact will be positive as the introduction of Personal Travel Budgets as an extension of the options of travel assistance available to the Council, allows families of children with additional learning needs and/or disability to make their own travel arrangements which fit the family circumstances as well as the child's needs.</p>
Gender reassignment		√	<p>The introduction of Personal Travel Budgets as an additional means of travel assistance would impact all NPT pupils who have an entitlement to home to school travel assistance, including gender reassignment pupils.</p> <p>It is considered that the impact will be neutral as the Personal Travel Budget would be available to all pupils who have an entitlement under the Council's Home to School Travel Policy including gender reassignment pupils.</p>
Marriage & civil partnership		√	<p>It is considered that there will be a neutral impact on this protected group as the introduction of Personal Travel Budgets as an additional means of travel assistance</p>

			would be available to all pupils who are deemed to have an entitlement, however, it is likely pupils accessing home to school travel assistance will be below the legal marriage age.
Pregnancy and maternity		√	It is considered that there will be a neutral impact on pupils in this protected group as the introduction of Personal Travel Budgets as an additional means of travel assistance would be available to all pupils including those in this group if it was deemed appropriate for such an offer to be made and that the travel arrangements made as a result of the Personal Travel Budget were safe and suitable for the pupil.
Race		√	It is considered that there will be a neutral impact on pupils in this protected group as the introduction of Personal Travel Budgets as an additional means of travel assistance would be available to all pupils including those in this group if it was deemed there was an entitlement under the Council's Home to School Travel Policy.
Religion or belief		√	It is considered that there will be a neutral impact on pupils in this protected group as the Council's arrangements for home to school travel assistance includes travel assistance for those pupils attending Faith schools as well as pupils from all religions and beliefs attending non-Faith schools. The introduction of Personal Travel Budgets as an additional means of travel assistance would be available to all pupils including those in this group if it was deemed there was an entitlement under the Council's Home to School Travel Policy.
Sex		√	It is considered that the impact on this protected group will be neutral as the Council's arrangements for home to school travel assistance includes pupils of all gender. The introduction of Personal Travel Budgets as an additional means of travel assistance would impact NPT pupils of all gender as those with entitlement to home to school travel assistance may be offered a Personal Travel Budget if it was considered suitable to do so, and it was established to be the most cost effective solution for the Council meeting its duty to provide travel assistance for pupils deemed to have an entitlement.
Sexual orientation		√	It is considered that there will be a neutral impact on this protected group as the introduction of Personal Travel Budgets as an extension of the travel assistance options available to the Council would be available to pupils whatsoever their sexual orientation who are deemed to have an entitlement to home to school travel assistance under the Council's Policy.

**What action will be taken to improve positive or mitigate negative impacts?**

The initiative will improve positive impacts as it allows the Council to offer additional travel options in order to meet its duty to provide home to school travel assistance to all those with an entitlement, and it provided pupils and their families additional choice and flexibility around travel arrangements which meet both the family circumstances and the needs of the child.

b) How will the initiative assist or inhibit the ability to meet the **Public Sector Equality Duty**?

<b>Public Sector Equality Duty (PSED)</b>	<b>+</b>	<b>-</b>	<b>+/-</b>	<b>Why will it have this impact?</b>
To eliminate discrimination, harassment and victimisation	<b>x</b>			Personal Travel Budgets offer pupils and their families more choice and flexibility around making travel arrangements which suit the needs of the family and the needs of the child. This provides opportunities to eliminate discrimination, harassment, and victimisation.
To advance equality of opportunity between different groups	<b>x</b>			The opportunity to be awarded a Personal Travel Budget will be available to all the different groups of pupils who are deemed to have entitlement under the Council's Policy and where it is shown that a Personal Travel Budget is the most cost effective solution to be offered as a means of travel assistance. This therefore ensures equality of opportunity for all groups of pupils and so will have a positive impact.
To foster good relations between different groups	<b>x</b>			Personal Travel Budgets offer pupils and their families more choice and flexibility to make travel arrangements which suit the family circumstances and meet the needs of the child. This has the opportunity to have a positive impact on pupil attendance at school meaning the child is regularly learning alongside other pupils which provides the opportunity to build positive relationships with their peers and others in their community.

**What action will be taken to improve positive or mitigate negative impacts?**

The introduction of an additional form of travel assistance is likely to improve positive outcomes as Personal Travel Budgets provide more choice and flexibility for pupils and their families in terms of arranging safe and suitable travel arrangements. This has the opportunity to improve equality of opportunities for pupils in terms of their school attendance and educational engagement in order to reach their full potential.

**4. Socio Economic Duty**

<b>Impact</b>	<b>Details of the impact/advantage/disadvantage</b>
Positive/Advantage	Personal Travel Budgets offer pupils and their families more choice. This provides opportunities to have a positive impact on socio economic duty by offering more choice and flexibility for pupils and their families to make travel arrangements which suit the family circumstances and meet the needs of the child. This has the opportunity to have a positive impact on pupil attendance at school meaning positive outcomes for the child as they have opportunity to reach their full potential
Negative/Disadvantage	N/A
Neutral	N/A

**What action will be taken to reduce inequality of outcome**

The introduction of an additional form of travel assistance is likely to reduce inequality of outcome as Personal Travel Budgets provide more choice and flexibility for pupils and their families in terms of arranging safe and suitable travel arrangements. This has the opportunity to have positive impact on pupils reaching their full potential.

## 5. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
Community Cohesion	x			Personal Travel Budgets offer pupils and their families more choice and flexibility to make travel arrangements which suit the family circumstances and meet the needs of the child. This has the opportunity to have a positive impact on pupil attendance at school meaning the child is regularly learning alongside which provides the opportunity to build positive relationships with their peers and others in their community.
Social Exclusion	x			Personal Travel Budgets offer pupils and their families more choice and flexibility around making travel arrangements which suit the needs of the family and the needs of the child. This provides opportunities to have a positive impact on social exclusion by ensuring the Council meets its duty to provide travel assistance to those pupils who have an entitlement and also provides opportunity to ensure travel arrangements meet the needs of the pupil to encourage regular attendance at school. Additionally, it offers opportunity to ensure travel arrangements meet the needs of the pupil so that they arrive at school by safe and suitable means which has a positive impact on their ability to learn.
Poverty	x			Although home to school travel assistance eligibility is not based on financial means testing, the introduction of Personal Travel Budgets allows the Council to be able to offer an additional form of travel assistance to ensure those that are entitled to home to school travel assistance are provided for. This provides opportunities to have a positive impact on poverty by ensuring the Council meets its duty to provide travel assistance to those pupils who have an entitlement. It also provides travel arrangements that meet the needs of the pupil which has the ability to encourage regular attendance at school, meaning pupils have the opportunity to reach their full potential.

**What action will be taken to improve positive or mitigate negative impacts?**

The introduction of an additional form of travel assistance is likely to improve positive outcomes in terms of available travel assistance for the Council to offer which provides more choice and flexibility for pupils and their families. This has the opportunity to have positive impact on pupils reaching their full potential.

**6. Welsh**

	+	-	+/-	Why will it have this effect?
What effect does the initiative have on: – people’s opportunities to use the Welsh language	x			The Council’s Home to School Travel Policy includes travel assistance for those pupils accessing Welsh-medium education. Therefore the initiative should impact positively on people’s opportunities to use the Welsh language as it is intended that Personal Travel Budgets are an additional form of travel assistance available to pupils who have an entitlement under the Council’s Policy
– treating the Welsh and English languages equally	x			It is intended that Personal Travel Budgets will be an additional form of travel assistance that the Council is able to offer and it will be available to pupils who attend both Welsh-medium and English-medium schools

**What action will be taken to improve positive or mitigate negative impacts?**

Personal Travel Budgets will be available to pupils across all schools who meet the eligibility criteria. The introduction of an additional form of travel assistance is likely to improve positive outcomes in terms of available travel assistance for the Council to offer which provides more choice and flexibility for pupils and their families.

## 7. Biodiversity

How will the initiative assist or inhibit the ability to meet the **Biodiversity Duty**?

Biodiversity Duty	+	-	+/-	Why will it have this impact?
To maintain and enhance biodiversity				This initiative is intended to have a neutral impact on the resilience of ecosystems as the offer of Personal Travel Budgets will only be made when it is deemed that it is the most cost effective travel assistance solution. The initiative is not intended to increase the number of families transporting their own child to and from school as a Personal Travel Budget would not be considered if the option of a shared home to school vehicle is available. It is not intended the initiative will lead to increased numbers of families opting to take their child to school over the child travelling in a vehicle shared with others.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.				

### What action will be taken to improve positive or mitigate negative impacts?

Monitoring by the Home to School Travel Assistance Service will ensure Personal Travel Budgets are not offered if there is a shared home to school transport vehicle available.

## 8. Well-being of Future Generations

How have the five ways of working been applied in the development of the initiative?

Ways of Working	Details
i. <b>Long term</b> – looking at least 10 years (and up to 25 years) ahead	If the initiative goes ahead it will form part of the Council's current Home to School Travel Policy 2017 and is likely to continue to be part of any new Home to School Travel Assistance Policy in the future.

<p>ii. <b>Prevention</b> – preventing problems occurring or getting worse</p>	<p>This initiative has the ability to offer pupils and their families more flexibility around the arrangements made for getting a child to school. The Personal Travel Budget also allows the Council to be able to offer additional forms of travel assistance in order to ensure it meets its duty to provide home to school travel assistance to those who are entitled as well as ensuring the best use of public resources.</p>
<p>iii. <b>Collaboration</b> – working with other services internal or external</p>	<p>Other Welsh Local Authorities already use Personal Travel Budgets as an option of travel assistance under their home to school travel arrangements, and this initiative was created following discussion with other Welsh authorities in relation to their schemes.</p> <p>The Council's Home to School Travel Assistance Service is jointly managed between Education Transport and Environment's Passenger Transport Section. The administration of Personal Travel Budgets would be a joint responsibility between both Education Transport and Passenger Transport.</p>
<p>iv. <b>Involvement</b> – involving people, ensuring they reflect the diversity of the population</p>	<p>The Council's Home to School Travel Policy 2017 ensures there is universal access for pupils from across the whole of the county borough to apply for home to school travel assistance. This initiative aims to provide opportunities for more choice and flexibility for pupils and their families in terms of travel arrangements that meet the family circumstances as well as pupil need.</p>
<p>v. <b>Integration</b> – making connections to maximise contribution to:</p>	
<p><b>Council's well-being objectives</b></p>	<p>This initiative directly contributes to wellbeing objective 1 – 'to improve the wellbeing of children and young people' through ensuring they can access transport assistance to attend school where there is eligibility to do so. It also has opportunity to support wellbeing objective 2 – 'to improve the wellbeing of all adults who live in the county borough' and wellbeing objective 3 'to develop the local economy and environment so that the wellbeing of people can be improved', through the greater choice and flexibility this initiative offers eligible families.</p>
<p><b>Other public bodies objectives</b></p>	<p>This initiative has the opportunity to support the Public Services Board's wellbeing objectives.</p>

## 9. Monitoring Arrangements

Provide information on the monitoring arrangements to:

Monitor the impact of the initiative on Equalities, Community Cohesion, the Welsh Measure, Biodiversity Duty and the Wellbeing Objectives.

If the initiative goes ahead it will be monitored for suitability as an option of travel assistance under the Council's Home to School Travel Policy 2017. Monitoring by the Home to School Travel Assistance Service will aid updating this Integrated Impact Assessment, and will identify any change on the impact in any of the categories evaluated as part of this Integrated Impact Assessment.

## 10. Assessment Conclusions

Please provide details of the conclusions reached in relation to each element of the assessment:

	<b>Conclusion</b>
<b>Equalities</b>	The initiative will have a positive impact across all protected groups. There is no risk of direct or indirect discrimination as the initiative is intended to enhance the type of travel assistance options available to be offered to those children who have an entitlement to home to school travel assistance
<b>Socio Economic Disadvantage</b>	The initiative does not alter the ability to access home to school travel assistance. All pupils across the county borough have the opportunity to apply for home to school travel assistance and entitlement will be granted if the relevant qualifying criteria is met. The greater choice and flexibility that this initiative offers families could provide a positive impact on socio economic disadvantage.
<b>Community Cohesion/ Social Exclusion/Poverty</b>	The initiative does not alter the ability to access home to school travel assistance. All pupils across the county borough have the opportunity to apply for home to school travel assistance and entitlement will be granted if the relevant qualifying criteria is met  It is likely to improve positive outcomes in terms of available travel assistance for the Council to offer which provides more choice and flexibility for pupils and their families. This has the opportunity to have positive impact on pupils reaching their full potential.
<b>Welsh</b>	The initiative does not alter the Council's Home to School Travel Policy 2017 which enable pupils attending all categories of school, including Welsh-medium education the opportunity to apply for home to school travel assistance and entitlement will be granted if the relevant qualifying criteria is

	met. This initiative should impact positively on people's opportunities to use the Welsh language as it is intended that Personal Travel Budgets are an additional form of travel assistance available to pupils who have an entitlement under the Council's Policy, including those who chose Welsh-medium education.
<b>Biodiversity</b>	This initiative is intended to have a neutral impact on biodiversity. Monitoring by the Home to School Travel Assistance Service will ensure Personal Travel Budgets are not offered if there is a shared home to school transport vehicle available.
<b>Well-being of Future Generations</b>	The initiative does not alter the ability to access home to school travel assistance. All pupils across the county borough have the opportunity to apply for home to school travel assistance and entitlement will be granted if the relevant qualifying criteria is met. The initiative enhances the type of travel assistance options available and will create more choice and flexibility for families which fits with the family personal circumstances as well as meeting the needs of the child

### Overall Conclusion

Please indicate the conclusion reached:

- **Continue** - as planned as no problems and all opportunities have been maximised
- **Make adjustments** - as potential problems/missed opportunities/negative impacts have been identified along with mitigating actions
- **Justification** - for continuing with the initiative even though there is a potential for negative impacts or missed opportunities
- **STOP** - redraft the initiative as actual or potential unlawful discrimination has been identified

Introducing Personal Travel Budgets as an additional means of travel assistance under the Council's Home to School Travel Policy 2017 will create more choice and flexibility for families which fits with the family personal circumstances as well as meeting the needs of the child.

This initiative increases the opportunity for positive impact on children from all protected groups. The introduction of a Personal Travel Budget has the opportunity to enhance the health and wellbeing of children as it allows for a more flexible approach for families to make arrangements for their child's travel to school which meets the individual needs of the child.

Introducing Personal Travel Budgets as an additional option that the Council is able to offer will ensure the Council meets its duty to provide home to school travel assistance for those pupils who have an entitlement.

Please provide details of the overall conclusion reached in relation to the initiative

## 11. Actions

What actions are required in relation to obtaining further data/information, to reduce or remove negative impacts or improve positive impacts?

Action	Who will be responsible for seeing it is done?	When will it be done by?	How will we know we have achieved our objective?
Engagement with pupils and their families to monitor the take-up of the Personal Travel Budget	Home to School Travel Assistance Service (jointly via Education Transport and Passenger Transport)	End of one academic year	Take-up of the Personal Travel Budget will increase termly across the academic year
Engagement with pupils and their families to determine the suitability of the Personal Travel Budget in meeting the needs of service users	Home to School Travel Assistance Service (jointly via Education Transport and Passenger Transport)	End of one academic year	Pupils and their families will respond positively having identified the benefits of a Personal Travel Budget fitting their personal circumstances and meeting the needs of pupils including those with additional learning need and/or a disability

## 12. Sign off

	<b>Name</b>	<b>Position</b>	<b>Signature</b>	<b>Date</b>
<b>Completed by</b>	Debora Holder-Phillips	Education Transport Manager	<i>D Holder-Phillips</i>	April 2023
<b>Signed off by</b>	Rhiannon Crowhurst	Head of Support Services and Transformation	<i>R.R. Crowhurst</i>	April 2023