

Equality Impact Assessment

Summarise the strategy, policy, service(s), or function(s) being assessed. Describe current status followed by any changes that stakeholders would experience.

Surrey County Council provides travel assistance to over 10,140 pupils, with 46% (4,676)

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Children and young people are safe and feel safe and confident.

Safety of Route Assessments are being completed as part of the project. We are ensuring that Children/Young people as safe on their journeys to/from school, whilst encouraging independence and confidence to travel independently to school.

Everyone benefits from education, skills and employment opportunities that help them succeed in life.

Due to the economic climate and budget restraints withdrawing Travel Assistance from cohorts that are not eligible means that vital resources can be directed to ensure that the most vulnerable children/families are able to access out limited resources to access education.

Everyone lives healthy, active and fulfilling lives, and makes good choices about their wellbeing.

By encouraging the use of safe walking routes to journey to school rather than taking contracted transport.

Everyone gets the health and social care support and information they need at the right time and place.

Withdrawing Travel Assistance from cohorts that are not eligible means that we are able to direct our limited resources to our most vulnerable children/families to ensure they get the support they need.

Communities are welcoming and supportive, especially of those most in need, and people feel able to contribute to community life.

Communication to families to highlight decision making. Leading to understanding that withdrawing Travel Assistance from cohorts that are not eligible means that we are able to direct our limited resources to the most vulnerable children/families in their community.

Residents live in clean, safe and green communities, where people and organisations embrace their environmental responsibilities.

The environmental/green agenda benefits of encouraging the use of safe walking routes/ and or using already established public transport rather than taking contracted transport. This leads to fewer coaches/taxis on the road.

Well connected communities, with effective infrastructure, that grow sustainably.

As above we encouraging the use of already established public bus services. We are offering to mitigate the risk of overrunning the current public routes by contributing to funding additional public bus services if needed.

Are there any specific geographies in Surrey where this will make an impact?

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Members/Ex members of armed forces and relevant family members (in line with the Armed Forces Act 2021 and [Statutory Guidance on the Armed Forces Covenant Duty](#))
Adult and young carers*
Those experiencing digital exclusion*
Those experiencing domestic abuse*
Those with education/training (literacy) needs
Those experiencing homelessness*
Looked after children/Care leavers*
Those living in rural/urban areas
Those experiencing socioeconomic disadvantage*
Out of work young people)*

Adults with learning disabilities and/or autism*
People with drug or alcohol use issues*
People on probation
People in prison
Migrants, refugees, asylum seekers
Sex workers
Children with Special educational needs and disabilities*
Adults with long term health conditions, disabilities (including SMI) and/or sensory impairment(s)*
Older People in care homes*
Gypsy, Roma and Traveller communities*
Other (describe below)

(*as identified in the Surrey COVID Community Impact Assessment and the Surrey Health and Well-being Strategy)

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All families will be sent detailed communications to inform them in advance (in October 2024, for removal in September 2025) of Travel Assistance being removed. Communications will include links to alternative travel arrangements such as bike schemes and public buses.

An exceptional circumstances document will be created for internal team use to support training needs.

The 2 Stage to appeal process will be included in the comms, and all appeals submitted will be dealt with on a case-by-case basis. Considering the evidence and holistic family circumstances supplied by the families.

What other changes is the council plan-3(e0 0 fi0.00Tm-S 12 vn22 Tm0 g0 00088700008871 0 595 y

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3. Staff

All STAFF- Replicate this page for each of the protected characteristic or vulnerable groups that are within the scope of this EIA.

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

All staff involved in implementing these changes will receive face-to-face training to ensure they are fully prepared and knowledgeable about the new processes. Detailed process maps and written instructions have been created to guide staff through the implementation steps.

Regular drop-in sessions and ongoing verbal communication will be available to address any questions or concerns. Daily team huddles will be conducted to discuss progress, address any immediate issues, and ensure alignment on tasks.

Weekly meetings will be held to support workload management and provide a platform for feedback and discussion.

Microsoft Teams channels have been established to facilitate easy and efficient communication between team members, managers, and colleagues, ensuring that support is readily available.

By implementing these measures, Surrey County Council aims to support staff effectively during the transition, ensuring a smooth and efficient implementation of the changes.

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

The team will collaborate closely with colleagues across various departments and with Council Members to ensure that all decision-makers are fully informed about the project.

A briefing session for Members took place on 9th September. This session was recorded, and the presentation slides will be distributed to those unable to attend. Following the briefing sessions, a comprehensive FAQ d57 Tm0 ,09-3(r e9.17 nhvlfm)W* n0 0dareit8871 0 5.able to attend. Fo

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What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics and the mitigating actions that will be taken to limit the cumulative impacts of these changes.

Any negative impacts that cannot be mitigated?

Identify _____ and explain why, together with evidence.

4. Recommendation

Based your assessment, please indicate which course of action you are recommending to decision makers. You should explain your recommendation below.

Outcome One: No major change to the policy/service/function required. This EIA has not identified any potential for discrimination or negative impact, and all opportunities to promote equality have been undertaken

Outcome Two: Adjust the policy/service/function to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?

Outcome Three: Continue the policy/service/function despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are:

Sufficient plans to stop or minimise the negative impact

Mitigating actions for any remaining negative impacts plans to monitor the actual impact.

Outcome Four: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (For guidance on what is unlawful discrimination, refer to the

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Version Number **Purpose/Change**

6b. Approval