SSA EQUALITY IMPACT AND NEEDS ANALYSIS

Directorate	Children's Service
Service Area	SEND Transport
Service/policy/function being assessed	SEND Transport
Which borough (s) does the service/policy apply to	Richmond
Staff involved in developing this EINA	SEND Transport Service
Date approved by Directorate Equality Group (if applicable)	
Date approved by Policy and Review Manager All EINAs must be signed off by the Policy and Review Manager	
Date submitted to Directors' Board	

1. Summary

Please summarise the key findings of the EINA.

The updated Special Educational Needs and Disabilities (SEND) Transport Policy for individuals aged 5-25 in Richmond signifies a commitment to meeting the evolving needs of our community. This initiative is a proactive step to refresh and align existing policies with current requirements, acknowledging the potential outdated nature of the previous approach. The goal is to maintain responsive and supportive services, ensuring that the transportation provisions remain in tune with the diverse needs of the community.

Importantly, despite the updates, the policy assures that no significant changes have been made that would negatively impact existing or new service users. The focus remains on enhancing services without compromising the support provided to individuals with Special Educational Needs, the policy is now better aligned to recently updated national guidance

2. Evidence gathering and engagement

a. What evidence has been used for this assessment? For example, national data, local data via DataRich or DataWand

Evidence	Source
Population	DataRich
SEND	DataRich
EHCP	Achieving for Children
Population	ONS

b. Who have you engaged and consulted with as part of your assessment?

Individuals/Groups	Consultation/Engagement results	Date	What changed as a result of the consultation
Children's Services Department	Suggested changes to policy wording and document structure	18/12/23	Suggestions embedded into policy
Health Partners	Suggested changes to policy wording and document structure	01/12/2023	Suggestions embedded into policy
Legal	Legal comments	04/01/2030	Suggestions embedded into policy

3. Analysis of need

   Guidance:

   - *Use service user data where possible and compare this to census data or other benchmarking data.*
   - *Be clear what analysis of this data shows i.e. is any group of service users over/under-represented*
   - *If you do not have local data – use national data/research or service user feedback to identify impact*
   - *Use consultation and complaints/compliments if data is available – say what this tells you about the service and any barriers*
   - *Use feedback from service user groups or forums – what have they said about the service/policy area*
   - *Use local and national research – what has this shown about access to the service/impact of the policy or service need.*
   - *Always say where your data/information is from*
   - *If the strategy/service/policy covers Wandsworth and Richmond be clear on the impact on each boroughs' residents separately and any borough specific impact*
   - *Use data from DataWand and DataRich for the EINA which includes population, economy & employment, health & social care, crime, housing, deprivation and environment data. The websites also house the Joint Strategic Needs Assessment (JSNA) for each borough.*
   - *Data for the new Socio-Economic duty we have adopted can also be found on DataRich and DataWand including deprivation, care experienced people, low-income groups, carers, single parents, health inequalities and employment. Where local data for some groups such as refugees is not available locally look at national data for numbers and trends in the borough.*

Potential impact on this group of residents and actions taken to mitigate impact and advance equality, diversity and inclusion Need to add data to this section from Data Rich and service users etc
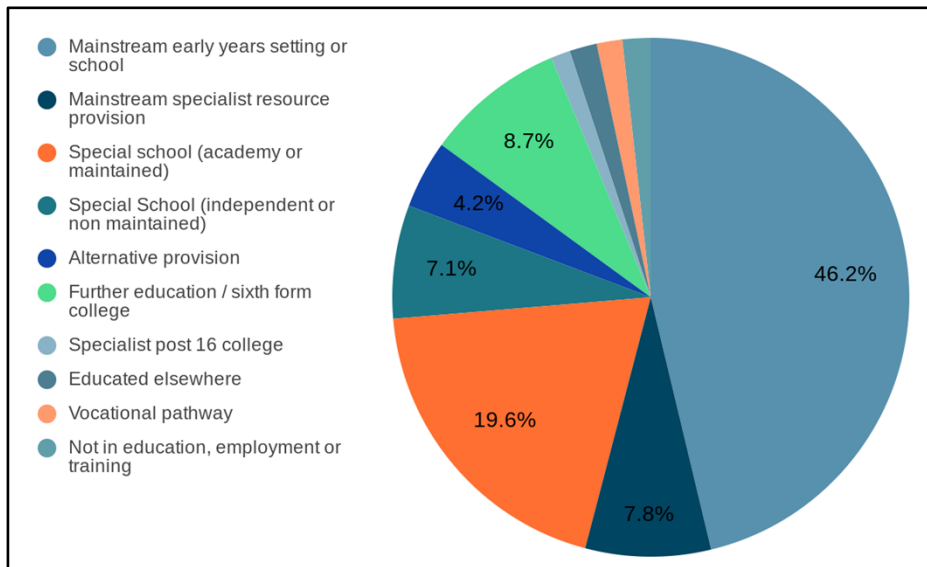
Protected group	Findings
Age	In 2021, Richmond had a population of 47,200 individuals aged 0-19, representing nearly a quarter (24.2%) of the borough's total population. This percentage is slightly higher than London's overall proportion (23.7%) and exceeds that of England (23.1%). Notably, 10-14-year-olds make up the largest share within the 0-18 age group, comprising 28% of this population and 6.8% of the entire borough's residents. Recognizing the significance of addressing the unique needs of children and young people aged 0-25 in Richmond, a policy has been implemented to foster age equality. With a demographic of over 50,000 individuals falling within this age range, the policy ensures that transportation services are tailored to meet the specific requirements of different age brackets. A key focus of the policy is the support for Special Educational Needs (SEN) students, who constitute 23% of pupils in the region. This emphasis reflects a commitment to creating an inclusive educational environment that recognizes and accommodates the diverse learning needs of the youth population in Richmond

Disability	About 5,000 children and young people with special educational needs and disabilities live in or are educated in the borough. About 1790 (October 2023) children and young people living in Richmond had an Education, Health and Care (EHC) plan to meet their needs. About 6% of these children and young people with EHC plans also receive support from children's social care (a total of about 112 (October 2023), 33 being looked after, 13 having a child protection plan and 66 having a child in need plan). Continuing Healthcare currently supports 27 young people aged 0-18 with an EHCP. 13.7% of children and young people at Richmond's mainstream primary and secondary schools have SEND (summer 2023), with 962 (3.4%) having an EHC plan, and 2959 (10.3%) registered for SEND Support. A disproportionately high number of young people supported by our Youth Offending Service have SEND. Of EHC plans maintained by Richmond, 31% relate to females and 69% are male.
	The main presenting needs in Richmond's EHC plans are: autistic spectrum conditions (38%, up from 34% in 2021), speech, language and communication needs (21%, up from 18% in 2021); and social, emotional and mental health needs (12%, down from 13% in 2021). Other needs include hearing impairment, moderate learning difficulty, multisensory impairment, physical disability, profound and multiple learning difficulty, severe learning difficulty, specific learning difficulty (such as Dyslexia) and visual impairment. Children and young people from Richmond with EHC plans receive their education or training in the following settings:
	The total number of EHC plans in Richmond increased by 14% between January 2020 and January 2023, a lower rate than for London and England, where over the same period growth was 30% and 33% respectively. During 2022 the growth rate in Richmond was 3% compared with 9% in London and 9% in England.
Sex	None There is a consistent representation of males and females across all age groups in the borough:

Name	Richmond upon Thames
Females	101317

Females (%)	51.9
Males	93961
Males (%)	48.1

(Census 2021):

Within all state-funded schools collaborating with Achieving for Children, there exists a subtle male gender bias, comprising 51.1% males and 48.9% females. However, this bias becomes more pronounced in special schools, where 68.6% of registered pupils are male, and in Pupils Referral Units, where 60.3% of registered pupils are male.

Males exhibit over-representation in the services provided by AfC:

- Children in need: 54.5% male, 44.2% female, with 1.1% unborn, and the gender of 0.1% remains indeterminate (similar to the national average).
- Children subject to a child protection plan: 56.1% male, 40.8% female, and 3.1% unborn (consistent with national statistics).
- Children Looked After: 60.2% male, 39.8% female, surpassing the national average where just over half of children looked after are male, and just under half are female.

Gender reassignment	As per the 2021 Census, the population distribution based on gender identity reveals that 93.98% maintain the same gender identity as registered at birth. Meanwhile, 0.15% identify differently from their registered sex at birth, 0.09% identify as trans women, 0.07% as trans men, and 0.04% as non-binary. Additionally, 0.05% identify under the category 'All other gender identities,' while 5.63% chose not to respond to the gender identity questions. It should be noted that the 2021 Census data did not consider gender identity for under 16s. It's important to note that there is no available data specific to children and young people in Richmond in this context.
Marriage and civil partnership	In the period between 2011 and 2021, Richmond upon Thames experienced the most substantial percentage-point decrease in the proportion of individuals aged 16 years and above who had never been married or in a civil partnership. This statistic declined from 36.7% in 2011 to 35.9% in 2021. Notably, these figures encompass both same-sex marriages and opposite-sex civil partnerships recorded in the year 2021

	Richmond upon Thames
Never married and never registered a civil partnership	55958
Never married and never registered a civil partnership (%)	35.9
Married or in a registered civil partnership	77105
Married or in a registered civil partnership (%)	49.5
Separated, but still legally married or still legally in a civil partnership	3005
Separated, but still legally married or still legally in a civil partnership (%)	1.9
Divorced or civil partnership dissolved	12518
Divorced or civil partnership dissolved (%)	8
Widowed or surviving civil partnership partner	7248
Widowed or surviving civil partnership partner (%)	4.7

(ONS Census 2021)

	Under-age marriages As of February 2023, the Marriage and Civil Partnership (Minimum Age) Act 2022 is in effect. This legislation has elevated the minimum age for marriage and civil partnership to 18 in England and Wales, with the primary aim of safeguarding children from forced marriages. Consequently, individuals aged 16 to 17 are no longer permitted to marry or enter into a civil partnership under any circumstances, including with parental or judicial consent, starting from February 26, 2023. Subsequent to this date, it is not permissible for anyone under the age of 18 to marry or engage in a civil partnership
Pregnancy and maternity	Concerning under-18 conceptions, the 2018 Conception Rate for those under 16 years old witnessed a 7% decrease from the previous year. Both rates are now at their lowest levels since records commenced in 1969. In Richmond, the rates have experienced a notable 55.1% decline since 1998. However, there was a concerning increase of 54.5% between 2017 and 2018. It's important to note that a majority of teenage conceptions are unintended, emphasising the need to reinforce and enhance access to contraception for young women in Richmond, as indicated by data from the JSNA 2021 Birth rate per 1, 000 females aged 15 to 44 years:

	General fertility rate - Female - 15-44 yrs | 2021
Richmond upon Thames	56.9 [54.52,59.4]
England	54.3 [54.11,54.39]

	Under 18s conception rate / 1,000 - Female - <18 yrs | 2017	Under 18s conception rate / 1,000 - Female - <18 yrs | 2020
Richmond upon Thames	6.645 [4.057,10.262]	5.687 [3.422,8.881]
England	17.784 [17.507,18.064]	12.998 [12.766,13.234]

(Source Census 2021)

Over the past decade, teenage pregnancy rates in the UK have exhibited a downward trend, with a reduction in the overall number of teenage pregnancies. Richmond, in particular, consistently maintains one of the lowest proportions of teenage pregnancies in England. In 2017, the recorded instances were 20 teenage pregnancies, compared to 36 in 2014.

During the same year, there were 1.7 births to teenage mothers, and the rate of abortions stood at 5.6 per 1,000 females under 18 years. It's noteworthy that 37.5% of mothers who gave birth in 2018 were aged between 35-39 years, while 10.5% were in the age bracket of 40-44 years. Both these percentages surpass the averages for London and England.
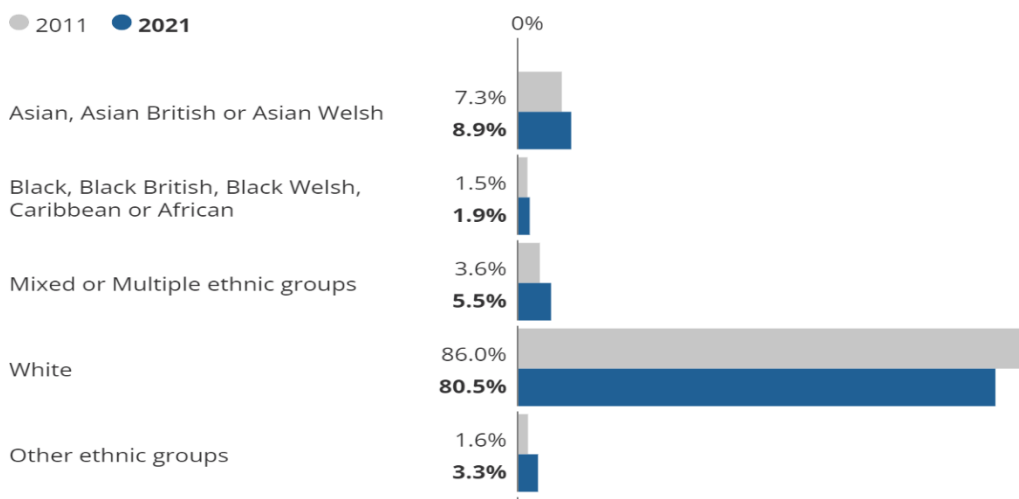
(Source: CYPNA 2019)

Race/ethnicity	Richmond is recognized as one of the less ethnically diverse boroughs in London, although recent trends indicate a shift. According to the Census data, there is a decrease in the number of people identifying within the "White" category compared to 2011. Conversely, there is an increase in those identifying within the "Asian, Asian British or Asian Welsh" category, as well as in the "Other" category (encompassing "Arab" or "Any other ethnic group") and the "Mixed or Multiple" category. Notably, the "Mixed or Multiple" category saw the most substantial increase among high-level ethnic groups in this area. The evolving ethnic landscape in Richmond upon Thames reflects a changing demographic composition within the borough.

Percentage of usual residents by ethnic group, **Richmond upon Thames**

2011   **2021**   0%

Asian, Asian British or Asian Welsh
7.3%
8.9%

Black, Black British, Black Welsh, Caribbean or African
1.5%
1.9%

Mixed or Multiple ethnic groups
3.6%
5.5%

White
86.0%
80.5%

Other ethnic groups
1.6%
3.3%

Source: Office for National Statistics – 2011 Census and Census 2021

Ethnic projections of children & young people in Richmond 2011-2026

Ethnicity projection of children and young people in Richmond between 0-18								
Ethnicity	2011	%	2019	%	2021	%	2026	%
White British	29900	70.1	30500	64.0	30400	63.0	29500	61.1
White Irish	500	1.2	600	1.3	600	1.3	700	1.4
Other White	4300	10.0	6600	13.9	7000	14.5	7500	15.5
White & Black Caribbean	700	1.6	700	1.6	700	1.5	800	1.6
White & Black African	400	0.9	500	1.0	500	1.0	500	1.0
White & Asian	1700	3.9	1900	3.9	1900	3.9	1800	3.7
Other Mixed	900	2.2	1200	2.4	1200	2.5	1300	2.6

Indian	1000	2.4	1100	2.3	1100	2.3	1100	2.4
Pakistani	400	0.9	600	1.2	600	1.3	700	1.4
Bangladeshi	200	0.6	300	0.6	300	0.6	300	0.6
Chinese	300	0.7	300	0.6	300	0.6	200	0.5
Other Asian	1000	2.4	1500	3.2	1600	3.4	1800	3.8
Black African	500	1.1	600	1.3	600	1.3	600	1.3
Black Caribbean	100	0.3	200	0.4	200	0.4	200	0.4
Other Black	100	0.2	200	0.3	200	0.3	200	0.3
Arab	300	0.7	500	1.0	500	1.0	600	1.1
Other Ethnic Group	400	0.9	500	1.1	600	1.2	600	1.2
White	*34700*	*81.3*	*37800*	*79.1*	*38000*	*78.8*	*37700*	*78.0*
Black,Asian, Minority Ethnic	*8000*	*18.7*	*10000*	*20.9*	*10200*	*21.2*	*10700*	*22.0*
All Ethnicities	42600	-	47700	-	48200	-	48300	

Ethnic Group Projections (Housing-Led) © GLA 2016-based Demographic Projections, 2017

The composition of the pupil population in Richmond shows greater diversity compared to the resident population. In 2017, the 0-18 resident population was 79.1% white and 20.9% ethnic minorities. Fast forward to 2019, the pupil population of 26,851 demonstrates a notable shift, with 56.1% being white and 42.9% belonging to ethnic minorities. This indicates a growing trend towards increased diversity within the pupil demographic compared to previous years.

Specifically, areas such as Heathfield, Kew, South Richmond, and pupils residing outside the borough showcase heightened ethnic diversity. Among the pupil population, 6,750 students have English as an additional language (EAL). Notably, in South Richmond, 37.4% of pupils and in Heathfield, 34.6% of pupils fall into this category. The most prevalent non-English languages spoken among these pupils include Polish, Spanish, and Arabic. This demographic shift underscores the evolving and multicultural nature of the pupil population in Richmond

Ethnicity of Richmond school pupils	2019
Black ethnic groups	3.0%
Asian ethnic groups	8.9%
Mixed ethnic groups	11.1%
White British ethnic groups	56.1%
White Other ethnic groups	16.1%
Other ethnic groups	2.3%
Unknown ethnic groups	2.5%

Source: School Census (Spring 2019)

Children from ethnic minorities are notably over-represented within the statutory children's services provided by AfC. In the 2018-19 period, among the 801 children and young people supported between 2020-22, 45.0% were White British, while 46.0% belonged to ethnic minorities, and the ethnicity of 9.0% was either not known or not recorded. The most prominent ethnic minority groups were individuals with any other White background (10.0%) and Black African (7.0%).

Breaking down the statistics further, 44.8% of children in need in Richmond were identified as White British, while 45.9% were from an ethnic minority, with information on 9.2% either not recorded, not obtained, or refused. The most significant ethnic minority groups in this category were Any Other White (9.7%), Black African (7.4%), and Any Other Mixed (6.9%).

Moreover, among children subject to a protection plan in Richmond, 58.2% were White British, while 38.7% belonged to an ethnic minority. Notably, 3.1% were unborn, and their ethnicity remained unknown or not stated. The largest ethnic minority groups in this category were Black African and White and Black Caribbean, both at 9.1%.

In terms of looked after children, the data from 2018-19 shows that 51.85% were White British, and 49% belonged to ethnic minorities. This distribution mirrors the national picture. These figures collectively highlight the diverse representation of children from ethnic minorities within various aspects of children's services in Richmond

| Religion and belief, including non belief | Richmond Borough residents by religion: |

Percentage of usual residents by religion, **Richmond upon Thames**
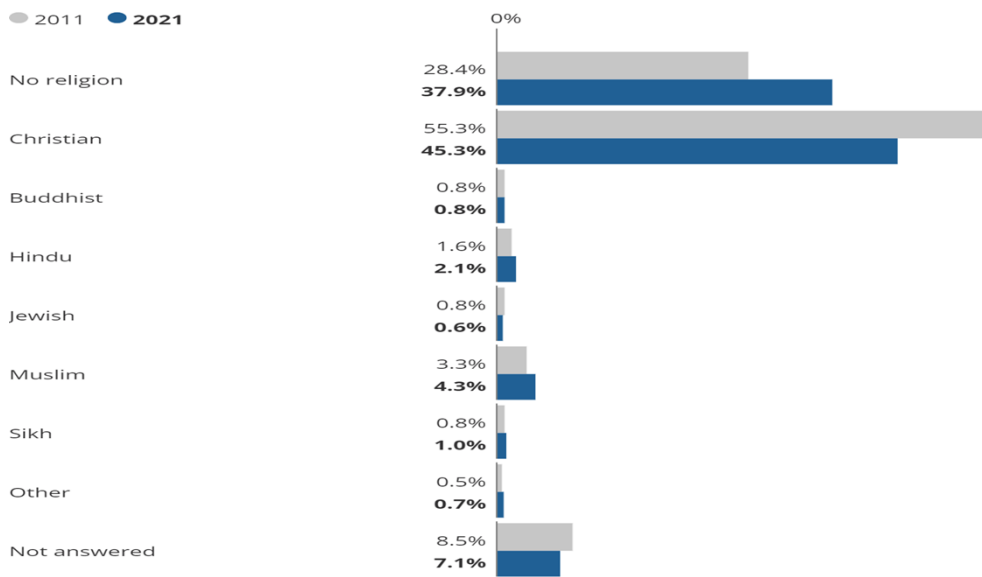
Source: Office for National Statistics – 2011 Census and Census 2021

Breakdown of religion by age in Richmond:

	Richmond upon Thames								
Age	Budd hist	Christian	Hindu	Jewish	Muslim	No religion	Not answered	Other religion	Sikh
Aged 15 years and under	133	16894	904	181	2343	15151	3280	156	402
Aged 16 to 18 years	26	2440	140	30	350	2874	493	38	77

Aged 19 to 24 years	63	3007	131	34	560	4800	838	71	108
Aged 25 to 29 years	67	2911	156	37	491	5396	692	73	130
Aged 30 to 34 years	77	3972	244	37	606	5968	956	105	132
Aged 35 to 39 years	123	5632	435	62	783	6011	1015	112	169
Aged 40 to 44 years	189	6842	561	99	824	6388	1138	135	181
Aged 45 to 49 years	219	7323	455	84	736	6110	1024	113	183
Aged 50 to 54 years	184	7458	292	91	550	5604	926	122	180
Aged 55 to 59 years	137	6962	215	114	353	4769	856	112	138
Aged 60 to 64 years	94	5584	162	103	270	3241	630	68	93
Aged 65 years and over	281	19531	487	393	625	7765	2008	167	192
Grand Total	1593	88556	4182	1265	8491	74077	13856	1272	1985

(Census 2021)

The demographic breakdown of religious affiliations in Richmond upon Thames reveals a diverse and dynamic population across different age groups. Christianity emerges as the predominant faith, consistently present from the younger age group "Aged 15 years and under" to the elderly in the "Aged 65 years and over" category. This reflects a cultural and historical continuity of Christian traditions in the region.

The data also showcases a rich tapestry of religious diversity, with Buddhism, Hinduism, Islam, Sikhism, and other faiths contributing to the multicultural composition of the community. Each age group presents a unique distribution of religious affiliations, providing insights into the evolving religious landscape across various life stages.

Notably, the category "No religion" is substantial across all age groups, indicating a prevalent trend towards secularism. The "Aged 35 to 39 years" age group stands out with a peak in respondents identifying with no specific religion, potentially reflecting changing attitudes or variations in religious identification within this demographic.

In the grand total, the data emphasises the coexistence of various religious beliefs and practices, portraying Richmond upon Thames as a community characterised by religious pluralism. The significant presence of individuals identifying as having "No religion" underscores the influence of secular trends within the broader population. Overall, the data paints a nuanced picture of the religious landscape in Richmond upon Thames, highlighting both continuity and adaptation within the diverse religious fabric of the community.

Sexual orientation	In the 2021 Census, London demonstrated the highest percentage of individuals identifying as lesbian, gay, or bisexual (LGB) at 3.8% among those aged 16 and above. While figures such as 10% are occasionally cited, obtaining an exact figure proves challenging due to the sensitivity of the subject and varying definitions. For the first time in 2021, Census data included questions about sexual orientation, voluntary for individuals aged 16 and older. In Richmond, 89% identified as straight or heterosexual, 1.9% as gay or lesbian, 1.2% as bisexual, and 0.3% under 'all other sexual orientations.' Notably, 7.6% chose not to answer. In Richmond, males, particularly those aged 25-54 (with

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<td>a higher proportion in the 45-54 age group), were more likely to identify as LGB+, while in females, the majority of LGB+ individuals were aged 16-34 (with a higher proportion in the 16-24 age group).

Data is unavailable for children and young people, but extrapolating the London proportion to the 15-19 age group (10,100) suggests an estimated total of 343 young people identifying as LGB+.

The 2021 Census also marked the first time data was collected on gender identity, with voluntary questions for those aged 16 and older. In Richmond, 93.98% stated their gender identity aligned with their sex registered at birth, higher than the averages for London and England. Among Richmond residents indicating a change in gender identity (0.39%), 53% were female, with the highest proportion aged 16-34, while 47% were male, with the highest proportion aged 35-54. Of the 610 residents indicating a change in gender identity, 227 (0.15%) did not provide additional information about their identified gender.</td>
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<td>Across groups i.e older LGBT service users or Black, Asian & Minority Ethnic young men.</td>
<td>Children in Care

The Office for National Statistics (ONS) analysis of the Growing Up in England (GUiE) dataset, encompassing 3.8 million children aged 10 to 17 between 2011 and 2015, provides valuable insights into factors influencing the entry of children into local authority care for the first time.

The data underscores a strong association between entering care and various socio-economic indicators. It reveals that almost half of the children who entered care during this period were from lone-parent households, shedding light on family dynamics as a critical factor. The analysis extends the Department for Education's findings on children looked after in England, emphasising the multidimensional nature of the determinants leading to entry into care.

Key findings highlight the role of socio-economic factors in this context. Children entering care were more likely to have previously lived in socially rented accommodation, experienced greater deprivation across dimensions like employment, education, health, and housing, and had higher rates of school absenteeism. The prevalence of deprivation was particularly pronounced in education and health, with children in care more likely to have health problems limiting daily activities.

Family circumstances, such as lone-parent households and larger family sizes, also emerged as significant contributors. Over 70% of children who did not enter care were in couple families, compared to 45% of those in care. The dataset indicates that children in care were almost twice as likely to have lived in overcrowded households and more likely to reside in socially rented accommodations, emphasising the role of housing conditions in the care entry process.

Moreover, the analysis reveals disparities across ethnic groups, with Black and Mixed children representing a higher percentage of those entering care. Abuse or neglect was the predominant reason for entering care, particularly among the Asian and Asian British ethnic group. Black children were twice as likely to enter care due to socially unacceptable behaviour compared to their White counterparts.

The study delves into the educational aspect, showcasing stark differences in school absenteeism rates between children entering care and those who did not. The former group was more likely to miss a higher number of school sessions, indicating potential challenges in academic engagement.</td>
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	The findings shed light on the complex interplay of factors influencing children entering care, encompassing family structure, socio-economic conditions, educational experiences, and ethnicity. Understanding these dynamics is crucial for the development of targeted interventions and support systems aimed at improving the well-being and outcomes of children at risk of entering care.
Socio-economic status (to be treated as a protected characteristic under Section 1 of the Equality Act 2010) Include the following groups: ● Deprivation (measured by the 2019 English Indices of Deprivation) ● Low-income groups & employment ● Carers ● Care experienced people ● Single parents ● Health inequalities ● Refugee status	**Low income** *DWP – December 2022* *Group* | *Richmond Population %* | *London Population %* People on Universal Credit (UC) | 7.8 | 15.3 People claiming out of work benefits | 2.4 | 4.7 Richmond has a significantly lower percentage of residents claiming UC or out of work benefits compared to London. 6.2% of children in Richmond living on relatively low income in 2020/21 compared to 16.6% in London. Estimates of children living in low-income families in Richmond range from 2,700 before housing costs to 6,100 when housing costs are taken into account (2021/22). Local data indicates there are 4,400 children living in households in receipt of Council Tax Reduction and/or Housing Benefit - these households have higher average arrears than households without children. (DataRich) Richmond has the lowest percentage of pupils known to be eligible for Free School Meals (FSM) in London. Though, the proportion eligible has increased from 9.6% in 2019/20 to 13% in 2022/23. There are an estimated 635 pupils who are known to be eligible (registered) for FSM but not taking them. Of those that go to school in and live in the borough, there is a positive correlation between higher deprivation levels and the number of pupils registered for FSM with a higher proportion of the students living in deprived areas receiving Free school meals. (DataRich) Census data 2021 ● Lone parent households in Richmond (8.8%) have increased by +1% points since 2011. ● Among lone parent families, over half had dependent children. ● The proportion of lone parent households in Richmond is one of the smallest in London and is lower than Outer London (13.4%), London (13.3%) and England (11.1%). Life Expectancy Inequality at Birth (2018-2020)

Group	Richmond (yrs)	London (yrs)	England (yrs)
Females	1.2	5.4	7.9

	Males	5.3	7.5	9.7

The data reveals that Richmond exhibits lower inequality in life expectancy at birth for both female and male residents, compared to both London and England.

Life Expectancy in Least and Most Deprived Decile (2018-2020)

Group	Richmond (yrs)	England (yrs)
Females (Least Deprived)	85.9	86.3
Females (Most Deprived)	83.4	78.3
Males (Least Deprived)	84.3	83.2
Males (Most Deprived)	77.2	73.5

This data underscores that Richmond experiences higher life expectancy in both its least and most deprived deciles for both female and male residents, surpassing England.

In the realm of socioeconomic factors impacting health, it is noteworthy that 6.2% of children in Richmond are living on relatively low income, potentially affecting their well-being. Additionally, Richmond demonstrates a 9.6% gap in employment rates between individuals with long-term health conditions and the overall employment rate. This contrasts with rates of 8.8% in London and 9.9% in England for the 2021/22 period, emphasising the importance of addressing health-related disparities in employment. (Data Rich).

Data gaps

Data gap(s)	How will this be addressed?
None	None

4. Impact

Guidance

Positive Impact – *put in here what the policy/service will do*
- *to address barriers to access/under-representation*
- *to foster good relations between groups*
- *to support protected groups to benefit from the service/policy*

12

- *to advance equality of opportunity*
- *to eliminate discrimination, harassment or victimisation*

For example:
- *if you have identified in your analysis that a service is not currently accessed by men say how the proposed changes will address this, or*
- *if your data has shown that older residents do not access the service say how your service specification will address this, or*
- *if service user feedback shows Black, Asian and Minority Ethnic residents do not access a service what your strategy will do to address this and how this will feed into the supporting action plan, or*
- *if your strategy has identified that bringing together service users from different backgrounds will increase understanding say how you will do this*

Negative impact – *if the service/policy will have a negative impact say what this will be and what action can be put in place to mitigate the impact. Even if there is only a small risk that there will be a negative impact put this into the EINA.*

If you are changing a service/policy do not just put "no negative impact" you need to include how you know there will be no impact.

If the EINA covers both Richmond Council and Wandsworth Council - If the strategy/service/policy covers both Wandsworth and Richmond be clear on the impact on each boroughs' residents separately and any borough specific actions required.

This section needs to provide an analysis of the data for each PC , with a reasoned assessment of the impact +ve or negative

Protected group	Positive	Negative
Age	Ensures a great start to life, safety, health, and high-quality education for all pupils aged 5-25. Commits to meeting educational needs and creating inclusive environments.	Travel assistance excludes non-educational purposes (exams, clubs, medical appointments) for individuals aged 5-25.
Disability	Focuses on services for those aged 5-25 with SEND, promoting abilities, resilience, and independence. Provides travel support for significant needs in this age range. Promotes sustainable travel and transport for individuals aged 5-25, aligning with the Education Act 1996.	Excludes travel assistance for non-educational activities (respite, work experience, visits) for individuals aged 5-25. Limited to home-to-school travel; no support for non-educational purposes, ensuring focus on education-related travel needs
Sex	No direct impact as a result of policy implementation	No direct impact as a result of policy implementation
Gender reassignment	No direct impact as a result of policy implementation	No direct impact as a result of policy implementation
Marriage and civil partnership	No direct impact as a result of policy implementation	No direct impact as a result of policy implementation
Pregnancy and maternity	No direct impact as a result of policy implementation	No direct impact as a result of policy implementation
Race/ethnicity	No direct impact as a result of policy implementation	No direct impact as a result of policy implementation

Religion and belief, including non belief	No direct impact as a result of policy implementation	No direct impact as a result of policy implementation
Sexual orientation	No direct impact as a result of policy implementation	No direct impact as a result of policy implementation
Socio-economic status (to be treated as a protected characteristic under Section 1 of the Equality Act 2010) Include the following groups: ● Deprivation (measured by the 2019 English Indices of Deprivation) ● Low-income groups & employment ● Carers ● Care experienced people ● Single parents ● Health inequalities ● Refugee status	No direct impact as a result of policy implementation	No direct impact as a result of policy implementation

5. Actions to advance equality, diversity and inclusion

Guidance

Put in this table actions you have identified that will be included in your strategy/policy and supporting action plan or mitigating actions you have identified that need to be undertaken.

Include how the impact of actions will be measured for example if you resolve to make a service more accessible for older residents, say what your current baseline is and what target you want to achieve.

These actions will be tracked by your Directorate Equality Group who record all actions on their EINA tracker. As well as sending the final version of this EINA to the Policy & Review Team, please send it to your Directorate Equality Group and ensure they are updated on the progress of your EINA actions.

Action	Lead Officer	Deadline
To effectively promote the new transport policy, especially to protected characteristic groups: ● Tailored Communication: Create targeted messages for diverse groups using various channels. ● Community Engagement: Partner with leaders and organisations representing protected groups for workshops and events. ● Inclusive Outreach: Host events celebrating diversity to showcase policy benefits. ● Language Accessibility: Translate materials into relevant languages for wider comprehension. ● Collaborate with Networks: Engage with support organisations to extend reach.	John Woods	May 2024

- Digital Platforms: Utilise social media and online forums, partnering with influencers for wider dissemination. - Accessible Formats: Provide information in various accessible formats, such as audio or Braille. - Stakeholder Involvement: Include representatives from protected groups in the policy design process for a more inclusive approach.		15

6. Further Consultation (optional section – complete as appropriate)

Guidance

Is any further consultation planned? Set details out below.

Consultation planned	Date of consultation
Policy implementation sessions with CYPF post-approval	April 2024