

EQUALITY IMPACT ASSESSMENT

CYPTS SAVINGS – Re-Procurement Framework of Providers

Reference: EIA000163

Date: 18/01/2024



EIA Form – About your EIA

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| Reference number | EIA000163 |
| Date Submitted | 18/01/2024 |
| Subject of the EIA | CYPTS SAVINGS – Re-Procurement Framework of Providers |
| Brief description of the policy, service or function covered by the EIA | These savings are a result of the implementation of a framework agreement for the provision of Children and Young People’s Travel Service (CYPTS) using the open procurement procedure in line with the Public Contracts Regulations (PCR) 2015. The re-procurement will lead to transport providers for some children and young people changing. We anticipate that disruption will be minimal. Disruption to students and families could involve a potential change in Driver and/or vehicle, a revised collection/drop off time and a change of other passengers. The re-procurement will improve financial efficiency and deliver savings. Contracts to be monitored with feedback sought within first 6 weeks of contract start date with and through meetings with schools throughout the academic year. |
| Equality Assessment is in support of... | ["Amended service"] |
| How frequently will you review impact and mitigation measures identified in this EIA? | Annually |
| Due date of the first review | 2024-12-01 |

Directorate, Division & Service Area

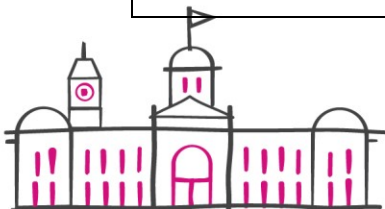
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| Which directorate(s) are responsible for this EIA? | ["Children and Families"] |
| Division | Inclusion & SEND |
| Service area | Children & Young People's Travel Service (CYPTS) |
| Budget Saving | Yes |

Officers

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| What is the responsible officer’s email address? | Suki Hayes |
| What is the accountable officer's email address? | Adrian Weissenbruch |

Data Sources

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| Data sources | |
| Data source details | Service Data School Census Information |



Protected Characteristics

| Protected Characteristic – Age | |
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| Does this proposal impact people due to their age as per the Equality Act 2010? | Yes |
| What age groups are impacted by your proposal? | ["0-9 years", "10-19 years"] |
| Please describe the impact to the age characteristic | The Children and Young People’s Travel Service provides travel assistance for children and young people to school or college. A small number of pre-school children (55) are provided with transport to an early years setting. 876 students are aged 16-18. At the end of the 22/23 academic year, the service supported 5,150 students of which 4,386 received minibus or taxi transport, 764 had personal transport budgets or travel passes. The impact of the re-procurement will affect all of these year groups. As contracts that support these year groups are in-scope of the re-procurement exercise. Disruption would be a potential change in Driver and/or vehicle, collection and drop off times or change of other passengers. |
| How will you mitigate against any negative impact to the age characteristic? | The service will seek to minimise disruption for children, young people and families as a result of the re-procurement exercise. In cases where the re-procurement leads to changes to transport for children and young people, arrangements will be made for children and young people to familiarise themselves with the new arrangements. Transport operators will offer ‘meet and greets’ with the child/young person and their parents/carers and the passenger assistant. The service will monitor whether families take up the offer of ‘meet and greets’ with transport operators and will offer any further assistance families need if their child’s transport provider changes. Contracts do include a requirement to follow Equality Act 2010 and action can be taken for non-compliance |

| Protected Characteristic – Disability | |
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| Does this proposal impact those people with a disability as per the Equality Act 2010? | Yes |



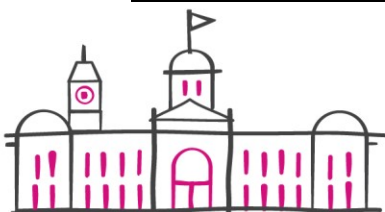
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| <p>Please describe the impact to the disability characteristic</p> | <p>As at the end of the academic year 22/23, a total of 5,150 children and young people were receiving transport support. Of these, over 95% will have some degree of SEND. Based on the School Census 2022/23, a total of 29,668 pupils are recognised to be receiving SEN Support and 7,607 pupils have a EHC Plan in place in the city. Some children and young people whose arrangements change may be affected. This would likely mainly affect ASD students, but we don't have the number of students with ASD. All students potentially could struggle with a change. The extent to which they are impacted negatively will vary and could depend on how they experience change.</p> |
| <p>How will you mitigate against any negative impact to the disability characteristic?</p> | <p>The service will seek to minimise disruption for children, young people and families as a result of the re-procurement exercise. In cases where the re-procurement leads to changes to transport arrangements for children and young people, arrangements will be made for children and young people to familiarise themselves with the new arrangements. Transport operators will offer 'meet and greets' with the child/young person and their parents/carers and the passenger assistant. The service will monitor whether families take up the offer of 'meet and greets' with transport operators and will offer any further assistance families need if their child's transport provider changes. We will keep this under review.</p> |

Protected Characteristic – Sex

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| <p>Does this proposal impact citizens based on their Sex as per the Equality Act 2010?</p> | <p>No</p> |
| <p>What Sexes will be impacted by this proposal?</p> | <p>N/A</p> |
| <p>Please describe the impact to the Sex characteristic</p> | <p>N/A</p> |
| <p>How will you mitigate against any negative impact to the Sex characteristic?</p> | <p>N/A</p> |

Protected Characteristic - Gender Reassignment

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| <p>Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?</p> | <p>No</p> |
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| Please describe the impact to the gender reassignment characteristic | N/A |
| How will you mitigate against any negative impact to the gender reassignment characteristic? | N/A |

Protected Characteristic - Marriage and Civil Partnership

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| Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010? | No |
| What legal marital or registered civil partnership status will be impacted by this proposal? | N/A |
| Please describe the impact to the marriage and civil partnership characteristic | N/A |
| How will you mitigate against any negative impact to the marriage and civil partnership characteristic? | N/A |

Protected Characteristic - Pregnancy and Maternity

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| Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity? | No |
| Please describe the impact to the pregnancy and maternity characteristic | N/A |
| How will you mitigate against any negative impact to the pregnancy and maternity characteristic? | N/A |

Protected Characteristic - Ethnicity and Race

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| Does this proposal impact people due to their race as per the Equality Act 2010? | Yes |
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| <p>What ethnic groups would be impacted by this proposal?</p> | <p>["White British", "Other White", "Bangladeshi", "Chinese", "Indian", "Other Asian", "Pakistani", "African", "Caribbean", "Black British", "Other Black", "Arab", "Latin American", "Irish", "Gypsy or Irish Traveller", "Roma", "Central and Eastern Europe", "Western and Southern Europe"]</p> |
| <p>Please describe the impact to the ethnicity and race characteristic</p> | <p>Birmingham's young population is 'superdiverse', with 63% of its 0-25 population being of Black, Asian and Minority Ethnic population, and 37% White ethnicity. The service does support young people with disabilities who are drawn from global majority communities. According to the school census 52% of young people with SEND are drawn from global majority communities. This means that children and young people with a disability from these communities could be affected. CYPTS does not routinely collate this information in a way that is consistent with the EIA categories. Changes to Home to School contracts through procurement on a 'like for like' basis would not adversely affect students more greatly based on their ethnicity or race and any impact would affect all students and families equally.</p> |
| <p>How will you mitigate against any negative impact to the ethnicity and race characteristic?</p> | <p>The service will seek to minimise disruption for children, young people and families as a result of the re-procurement exercise. In cases where the re-procurement leads to changes to transport for children and young people, arrangements will be made for children and young people to familiarise themselves with the new arrangements. Transport operators will offer 'meet and greets' with the child/young person and their parents/carers and the passenger assistant. The service will monitor whether families take up the offer of 'meet and greets' with transport operators and will offer any further assistance families need if their child's transport provider changes. There are proportionately more students drawn from global majority communities with SEND than white students and we will keep this under review</p> |

Protected Characteristic - Religion or Beliefs

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| <p>Does this proposal impact people's religion or beliefs as per the Equality Act 2010?</p> | <p>No</p> |
| <p>What religions could be impacted by this proposal?</p> | <p>N/A</p> |



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| Please describe the impact to the religion or beliefs characteristic | N/A |
| How will you mitigate against any negative impact to the religion or beliefs characteristic? | N/A |

Protected Characteristic - Sexual Orientation

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| Does this proposal impact people's sexual orientation as per the Equality Act 2010? | No |
| What sexual orientations may be impacted by this proposal? | N/A |
| Please describe the impact to the sexual orientation characteristic | N/A |
| How will you mitigate against any negative impact to the sexual orientation characteristic? | N/A |

Monitoring

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| How will you ensure any adverse impact and mitigation measures are monitored? | <p>CYPTS will ensure that contracts with providers are regularly reviewed and this includes examination of whether young people with protected characteristics are impacted by any changes. CYPTS will ensure that feedback is sought from young people, parent and cares and schools to understand if young people have been impacted. CYPTS recognises that it does not collect information about protected characteristics. CYPTS will begin to collect it through the application form for transport and collate it. CYPTS will retain discretionary powers to allow changes to be made to contracts if required to support service users in our care. Contracts to be monitored with feedback sought within first 6 weeks of contract start date with and through meetings with schools throughout the academic year. All contracts with CYPTS have tools that allow effective performance management and can terminate or vary any contract if required.</p> |
| Please enter the email address for the officer responsible for monitoring impact and mitigation | Gosia Sikora-Islam |

