

Equality Impact Assessment (EQIA)

Deciding what needs to be assessed

In theory all policies, decisions, services, projects and programmes should be impact assessed. The most practical approach is to assess as the proposal is being developed or as processes, services and policies come up for review making the EQIA part of the development process. Do not be put off by the list below, it does not mean that long and detailed assessments are required every time you are engaged in one of the activities. However, it does mean that you should always consider the equalities implications of your proposals.

Policy

- New policy development
- Substantial revision of an existing policy or process
- Any change which may have a disproportionate impact on a particular group

Decision

- Key decision
- Decision for management board/cabinet
- Budget change decision

Service

- New service
- Service review, including the decommissioning of services
- Any service change which may have a disproportionate impact on a particular group

Projects and programmes

- All, at planning stage

Further information: [Equality Impact Assessments - a user's guide](#)

Section One

Question	Response
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1.1	Name of policy/decision/service/project/programme being assessed	Home to School Travel Policy 2024-2025
1.2	Summary of aims and objectives of the policy/decision/service/project/programme	<p>This policy details the current Mainstream Home to School Travel Policy in relation to children and young people within the borough.</p> <p>Swindon Borough Council have a statutory duty to publish an updated Home to School Travel Policy for each academic year, so that children, young people and families have access with enough notice to make any necessary arrangements.</p> <p>By publishing the updated Home to School Travel Policy for 2025-2026 now, we are providing children, young people and families' time to understand the policy, alongside how it may affect them. This further supports the council's mission to reduce inequality, as we are refraining from making changes on short notice.</p> <p>Publishing this document also makes us legally compliant ahead of the Academic Year.</p> <p>We propose that this version of the Home to School Travel Policy be published for implementation during the Academic Year 2025-2026</p>
1.3	Who is affected by the policy/decision/service/project/programme? (e.g. employees/service users/supplier/contractor)	This policy will impact children, young people and their families. This policy will also impact colleagues working within the Travel team, who are required to work to it.
1.4	What involvement and consultation has been done in relation to this proposal? (e.g. with relevant groups and stakeholders)	Under the recently published 'Travel to School for children of compulsory age' statutory guidance for Local Authorities, Councils are no longer required to undertake a public consultation unless major policy changes are being proposed – and thus this version of the document has not been consulted on.

Section Two

Protected Characteristic Group	Is there a potential for positive or negative impact? Is the impact neutral?	Please explain and give examples of any evidence/data used	Action to address negative impact (e.g. adjustment to the proposal)
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Disability	Both	Whilst the Home to School Travel Policy and its proposed amendment are solely wording / additional clarity. No policy changes have been proposed, and thus there will be no negative impact on this group. Publishing this policy advanced of the new academic year however will provide families enough time to read and familiarise themselves with how Home to School Travel will be run for the new school year.	N/A
Gender Reassignment	Neutral	The Home to School Travel Policy, and its proposed amendments, does not focus on transgender / gender non-conforming individuals. This policy will not use these characteristics as a basis for decision making, and so there will be no targeted impact on this group.	N/A
Marriage or Civil Partnership	Negative	The Home to School Travel Policy, and its proposed amendments, does not focus on marriage or civil partnership. This policy will not use these characteristics as a basis for decision making, and so there will be no targeted impact on this group.	N/A
Pregnancy and Maternity	Neutral	The Home to School Travel Policy, and its proposed amendments, does not focus on pregnancy and maternity. This policy will not use these characteristics as a basis for decision making, and so there will be no targeted impact on this group.	N/A
Race	Neutral	The Home to School Travel Policy, and its proposed amendments, does not focus race. This policy will not use this characteristic as a basis for decision making, and so	N/A

		there will be no targeted impact on this group.	
Religion or Belief	Neutral	The Home to School Travel Policy, and its proposed amendments, does not focus on religion or belief. This policy will not use these characteristics as a basis for decision making, and so there will be no targeted impact on this group.	N/A
Sexual Orientation	Neutral	The Home to School Travel Policy, and its proposed amendments, does not focus on sexual orientation. This policy will not use this characteristic as a basis for decision making, and so there will be no targeted impact on this group.	N/A
Sex (gender)	Neutral	The Home to School Travel Policy, and its proposed amendments, does not focus on sex or gender. This policy will not use these characteristics as a basis for decision making, and so there will be no targeted impact on this group.	N/A
Age	Both	Whilst the Home to School Travel Policy and its proposed changes will impact on children, young people between 0-25 and their families, the proposed amendments are solely wording / additional clarity. No policy changes have been proposed, and thus there will be no negative impact on this group. Publishing this policy advanced of the new academic year however will provide families enough time to read and familiarise themselves with how Home to School Travel will be run for the new school year	NA
Children in Care and Care Leavers	Neutral	The Home to School Travel Policy, and its proposed amendments, does not focus	N/A

		on care experienced children or young people. This policy will not use these characteristics as a basis for decision making, and so there will be no targeted impact on this group.	
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Section Three

3.1	Potential Barriers to success and mitigating Actions – summary	As the amendments proposed for the Home to School Travel Policy are solely wording / providing additional information, and there are no changes to the services that individuals will receive, there are no barriers to success that would require mitigating actions.
3.2	How will success be measured?	This policy will be published ahead of the academic year, so that children, young people and their families have ample opportunity to familiarise themselves with the way in which the Home to School Travel service will run in the upcoming academic year.
3.3	What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	Whilst this policy is not directly being monitored, the service area in which it sits (Home to School Travel) is under extensive review on an ongoing basis (due to the cost of providing this service). As a result, this policy will be amended as a result of strategic decisions on the way in which this service is provided.

Section Four

For the Record			
Name of person leading this EQIA	Alison Collett	Date Completed	08/04/2025
Names and roles of people involved in the consideration of impact			
Name of Director signing EQIA		Date Signed	