

## Business Case

|                 |  |
|-----------------|--|
| Title           | Post-16 Home to School Transport – Policy Change |
| Date            | 8 <sup>th</sup> February 2024                    |
| Lead Officer(s) | Steve Lewis / Helen Griffiths<br>Anthony Lewis   |
| Service Area    | Education – School Transport                     |

### Staffing Arrangements Related to Changes in this Business Case

*Include number of staff, job titles etc. Please identify agency, fixed term and grant funded posts.*

No Staffing Implications

### Change/Staff Reduction Efficiency Proposal

*Provide details of the proposal, this should include any relevant data. In this section, please consider the Wellbeing five ways of working together with the effectiveness, efficiency and economic aspects of the proposal.*

**Are there any HR implications?** Yes  No

*If yes, please explain below.*

**Are there any Procurement implications?** Yes  No

*If yes, please explain below.*

**Are there any statutory implications?** Yes  No

*If yes, please explain below.*

**Are there any legal implications?** Yes  No

*If yes, please explain below.*

## Integrated Impact Assessment (Summary)

Information for this summary is to be taken from the Integrated Impact Assessment in Appendix 1.

|   | Positive Impacts   | Negative Impacts            | Neutral             |
|---|--|-----------------------------|---------------------|
| 1. Merthyr Tydfil Well-being Objectives                 | 0 of 4   | 2 of 4                      | 2 of 4              |
| 2. Sustainable Development Principles                   | 2 of 5   | 0 of 5                      | 3 of 5              |
| 3. Protected Characteristics (including Welsh Language) | 0 of 10  | 3 of 10                     | 7 of 10             |
| 4. Socio-economic Disadvantage                          | 0 of 6   | 6 of 6                      | 0 of 6              |
| 5. Decarbonisation                                      | 0 of 6   | 0 of 6                      | 6 of 6              |
| 6. Biodiversity and the resilience of Ecosystems        | <b>Maintained</b>  | <b>Enhanced</b>             | <b>Reduced</b>      |
|   | 1 of 1   | 0 of 1                      | 0 of 1              |
| 7. Consultation and Engagement                          | <b>Undertaken</b>  | <b>Due to be Undertaken</b> | <b>Not Required</b> |
|   | 0 of 1   | 1 of 1                      | 0 of 1              |
| 8. Data and Evidence                                    | <b>Yes</b>   |                             | <b>No</b>           |
|   | 1 of 1   |                             | 0 of 1              |
| <b>Summary</b>  |  |                             |                     |
| <b>The main positive impacts are:</b>                   | <p>The proposal contains options for moderate to significant financial savings which supports long-term financial sustainability of the Council.</p> <p>The proposal also includes a recommended option that secures sustainable long-term provision of Post 16 transport to support continued access to Post 16 Education opportunities both within and outside the County Borough.</p>   |                             |                     |
| <b>The main negative impacts are:</b>                   | <p>The proposal contains options that streamline, remove or introduce charges for Post 16 transport which has potentially negative impacts for young people aged 16-19, those seeking a Welsh-Medium or faith-based education, and those from a background of socio-economic disadvantage.</p> <p>Due to the potentially negative impact on numbers of young people accessing Post 16 education and securing pathways to higher education, training and employment, the proposal may also have a negative impact on the Council's Wellbeing objectives; 'An Aspirational Merthyr Tydfil focused on Learning' and 'A Healthier Merthyr Tydfil'.</p> |                             |                     |

## Options: Provide information and data regarding the proposal(s).

### Option 1

Option 1 Description - (Cost recovery service) Provide post-16 transport at a cost that makes it cost recovering.

Does this mean that the level of service is reduced? Yes  No

Is this option directly relating to a reduction in a statutory service? Yes  No

Can further reductions take place without the Council failing to meet its statutory duty(ies)? Yes  No

#### Benefits of this option

#### Benefits (advantages) of this option

- This option will achieve significant long term savings.
- The savings will be realised earlier than if transport was no longer provided due to the impact of phasing out transport.
- Students can continue to be educated in the schools/colleges currently included in the policy i.e., The College (Merthyr Tydfil), Coleg Y Cymoedd (Aberdare & Ystrad Mynach), Bridgend College (Pencoed), St John Baptist Church in Wales High School (Aberdare) and Ysgol Gyfun Rhydywaun (Penywaun).
- Students can continue to access a wider choice of courses than through The College, Merthyr Tydfil.
- The Council will continue to provide transport to support access to post 16 education, and although not free, this will be a cost effective option for parents/pupils to access the course of their choice.
- High numbers of Merthyr Tydfil pupils can continue into Post 16 education reducing the risk of becoming NEET.
- The service will be more sustainable in the future.
- All students in receipt of contracted transport would be charged the same regardless of which Post 16 education provider is attended.

#### Consequences of this option

- Some students are put at a disadvantage if they cannot afford the fees.
- Would require an intensive administrative function to coordinate, manage the payments and recover any arrears. However, an additional 0.5 FTE (member of staff) could be appointed to support this with the post cost absorbed within the overall cost recovery.
- Previous attempt at cost recovery led to non-payments, debt recovery and write off, however there was no dedicated administration resource to support with cost recovery.
- Could negatively impact the number of students continuing in post-16 education.
- Potential negative impact on people not in Education, Employment or Training (NEET's).
- Likely negative feedback from parents and schools as provision is currently free of charge.
- The cost of running the service in the future is likely to increase due to operators/travel fare increases and fees would need to be increased in line with this.

- If student numbers decrease, the cost each student would be required to pay could increase accordingly to ensure the service stays cost neutral.

## Risks

### Negative (Threat) Risks *(Please only complete the first three columns, CMT will complete the risk scores)*

| Risk Description   | Impact Description   | Risk Category | CMT Assessment of Risk |            |                             |
|--|--|---------------|------------------------|------------|-----------------------------|
|  |  |               | Impact                 | Likelihood | Score (Impact X Likelihood) |
| Negative local authority reputation linked to charging for transport to access post 16 education | Reputational damage  | Reputational  | 4                      | 3          | 12                          |
| Risk to students continuing in further education if they cannot afford to pay the fees           | Potential negative impact on pupils Not in Education, Employment or Training (NEETS's) | Strategy      | 4                      | 3          | 12                          |
| Non-payment of fees / arrears  | Debts from non-payment having to be written off incurring costs                        | Financial     | 2                      | 4          | 8                           |

### Positive (Opportunity) Risks *(Please only complete the first three columns, CMT will complete the risk scores)*

| Risk Description  | Impact Description  | Risk Category | CMT Assessment of Risk |            |                             |
|---|---|---------------|------------------------|------------|-----------------------------|
|   |   |               | Impact                 | Likelihood | Score (Impact X Likelihood) |
| Significant financial savings can be achieved   | Financial savings circa £97k per annum  | Financial     | 3                      | 4          | 12                          |
| Post 16 transport can continue to be provided to schools / colleges with a cost recovery model      | Long-term sustainable provision of Post 16 transport will be secured                                      | Strategy      | 3                      | 4          | 12                          |
| Students will continue to have the option to access a wider range of courses than available locally | High numbers of Merthyr's young people continue into post 16 education reducing the risk of becoming NEET | Strategy      | 3                      | 5          | 15                          |

|   |   |          |   |   |    |
|---|---|----------|---|---|----|
| Students will be able to continue attending a Welsh Medium school for Post 16 education | More children and young people will leave school with increased proficiency in the Welsh language contributing positively to the aims of the Council's WESP | Strategy | 3 | 5 | 15 |
|---|---|----------|---|---|----|

Potential total saving (to be completed with or by the accountancy team)

Potential total saving

|                             | Year 1    | Year 2         | Year 3         | Year 4          |
|-----------------------------|-----------|----------------|----------------|-----------------|
| <b>Costs (Uplifts etc.)</b> | <b>£0</b> | <b>£15,875</b> | <b>£15,875</b> | <b>£15,875</b>  |
| <b>Savings</b>              | <b>£0</b> | <b>£44,101</b> | <b>£92,488</b> | <b>£112,645</b> |
| <b>Other</b>                | <b>£0</b> | <b>£0</b>      | <b>£0</b>      | <b>£0</b>       |
| <b>Net savings</b>          | <b>£0</b> | <b>£28,226</b> | <b>£76,613</b> | <b>£96,774</b>  |

Rationale (Accept, Reject, Shortlist) (Please note shortlisting is only relevant if a do maximum option is included)

|               |                                     |                  |                          |               |                          |
|---------------|-------------------------------------|------------------|--------------------------|---------------|--------------------------|
| <u>Accept</u> | <input checked="" type="checkbox"/> | <u>Shortlist</u> | <input type="checkbox"/> | <u>Reject</u> | <input type="checkbox"/> |
|---------------|-------------------------------------|------------------|--------------------------|---------------|--------------------------|

Recommendation (Please agree this with your Director)

To introduce charging for Post 16 transport with effect from 1<sup>st</sup> September 2025.

This achieves significant savings whilst securing sustainable long-term provision of Post 16 transport.

This will apply to all students commencing a post-16 course of study from September 2025. Students who begun a course prior to Academic Year 2025/26 and are continuing their course in September 2025 will not be charged.

## Option 2

Option 2 Description - (Streamline service) Provide free post-16 transport only to The College Merthyr Tydfil, and Ysgol Gyfun Rhydywaun for pupils choosing Welsh-medium education post-16.

Does this mean that the level of service is reduced? Yes  No

Is this option directly relating to a reduction in a statutory service? Yes  No

Can further reductions take place without the Council failing to meet its statutory duty(ies)? Yes  No

## Benefits of this option

### Benefits (advantages) of this option

- Achieves moderate revenue savings (circa £45k per annum).
- Post 16 transport will be more sustainable in the future.
- Consistent policy to no longer provide post-16 education to any English-Medium school or College outside the County Borough.
- Fair and equitable policy with respect to faith-based education as currently pupils attending St John Baptist's CiW High School can receive transport to continue faith-based education into Post 16, but pupils attending Blessed Carlo Acutis Catholic School are unable to receive transport to continue faith-based education in a Catholic school out of county.
- Keeps more Merthyr Tydfil residents studying within the County Borough. Currently we are paying for students to study in other County Boroughs.
- Free transport will continue to the Welsh provider (Ysgol Gyfun Rhydywaun) which positively promotes Welsh-medium education (Learner Travel (Wales) Measure, 2008) and is in accordance with the Education Act.

### Consequences of this option

- Will only achieve 46% of the potential long term revenue savings circa £45k compared to the maximum savings of £97k.
- There is also likely to be an additional cost incurred providing transport to The College, Merthyr Tydfil instead of to Coleg Y Cymoedd, Pencoed or St John's. These costs would need to be deducted from the initial £45k that would be saved.
- Although there are additional legislative requirements to promote WM education, Council could be seen as not providing a fair and equal service to students receiving statutory education out of county i.e. pupils attending faith-based statutory education out of county (St John Baptist's CiW High School) would not be able to continue faith-based education into Post 16, whereas pupils choosing Welsh-Medium would be able to.
- Potential impact on coach/taxi operators with the loss of some post-16 contracts.
- Restricted choice for students as courses not available in The College, Merthyr Tydfil, could no longer be accessed in Bridgend College (Pencoed), or Coleg Y Cymoedd (Aberdare or Ystrad Mynach campuses).
- Likely negative feedback from some parents and schools. Based on current numbers this would impact approx. 18 young people each year currently receiving transport to Coleg Y Cymoedd, Bridgend (Pencoed) or St John's for Post 16 education.
- Could negatively impact the number of students continuing in post-16 education although the option of attending The College, Merthyr Tydfil would be available.
- Potential small negative impact on people not in Education, Employment or Training (NEET's).
- The cost of running the service in the future is likely to increase due to operators/travel fare increases.

## Risks

### Negative (Threat) Risks *(Please only complete the first three columns, CMT will complete the risk scores)*

| Risk Description  | Impact Description  | Risk Category | CMT Assessment of Risk |            |                             |
|---|---|---------------|------------------------|------------|-----------------------------|
|   |   |               | Impact                 | Likelihood | Score (Impact X Likelihood) |
| Failing to achieve maximum potential efficiencies   | Savings achieved will be £45k net of extra costs incurred to provide additional transport to The College, Merthyr.<br><br>This compares to saving the full £97k if service ceased or charges levied to recover costs. | Financial     | 3                      | 5          | 15                          |
| Travel Costs Increasing   | Contract prices are index linked and factored into MTFP.<br><br>Risk of overspending Post 16 budget would have low impact (minor).  | Financial     | 2                      | 4          | 8                           |
| Council not seen to be providing a fair and equitable service to faith-based learners compared to Welsh-medium, although there are additional legislative requirements to promote WM education  | Potential reputational impact   | Reputational  | 4                      | 3          | 12                          |
|   |   | Legal         | 4                      | 3          | 12                          |
| An increasing number of 16-19 Year olds are at risk of becoming NEET if courses only available to study at Pencoed College (Agriculture) and Aberdare / Ystrad Mynach colleges can no longer be | Potential negative impact by increasing the number of pupils not in Education, Employment or Training (NEETS's)   | Strategy      | 4                      | 4          | 16                          |

|  |  |              |   |   |    |
|--|--|--------------|---|---|----|
| accessed due to a lack of transport.   |  |              |   |   |    |
| Ongoing budget pressures may mean that a different solution to Post 16 transport is required in future to ensure it is sustainable for the long-term | A cost-recovery model may be introduced to secure sustainable provision and provide more opportunities.<br><br>In the meantime, the young people of Merthyr Tydfil would have lost transport provision to access courses not available in The College, Merthyr Tydfil.<br><br>This could also have a negative reputational impact. | Strategy     | 4 | 3 | 12 |
|  |  | Reputational | 4 | 3 | 12 |
| Impact on local businesses – transport providers   | Small reduction in number of contracts to local providers  | Commercial   | 2 | 3 | 6  |

**Positive (Opportunity) Risks** *(Please only complete the first three columns, CMT will complete the risk scores)*

| Risk Description  | Impact Description   | Risk Category | CMT Assessment of Risk |            |                             |
|---|--|---------------|------------------------|------------|-----------------------------|
|   |  |               | Impact                 | Likelihood | Score (Impact X Likelihood) |
| Moderate financial savings can be achieved  | Financial savings circa £45k per annum – cost of providing additional transport to The College, Merthyr would need to be deducted from this figure | Financial     | 2                      | 4          | 8                           |
| Fair and equitable policy with respect to Post 16 transport provision for faith-based education | Removes current inequity of Post 16 options between students currently receiving statutory education in CiW / Catholic schools                     | Strategy      | 3                      | 4          | 12                          |
|   |  | Reputational  | 3                      | 4          | 12                          |
| Students will be able to continue attending a Welsh   | More children and young people will leave school with increased proficiency  | Strategy      | 3                      | 4          | 12                          |



|                                     |   |  |  |  |  |
|-------------------------------------|---|--|--|--|--|
| Medium school for Post 16 education | in the Welsh language contributing positively to the aims of the Council's WESP |  |  |  |  |
|-------------------------------------|---|--|--|--|--|

Potential total saving (to be completed with or by the accountancy team)

Potential total saving

|                             | Year 1 | Year 2 | Year 3  | Year 4  |
|-----------------------------|--------|--------|---------|---------|
| <b>Costs (Uplifts etc.)</b> | £0     | £0     | £0      | £0      |
| <b>Savings</b>              | £0     | £0     | £26,130 | £44,795 |
| <b>Other</b>                | £0     | £0     | £0      | £0      |
| <b>Net savings</b>          | £0     | £0     | £26,130 | £44,795 |

Rationale (Accept, Reject, Shortlist) (Please note shortlisting is only relevant if a do maximum option is included)

|               |                          |                  |                                     |               |                          |
|---------------|--------------------------|------------------|-------------------------------------|---------------|--------------------------|
| <u>Accept</u> | <input type="checkbox"/> | <u>Shortlist</u> | <input checked="" type="checkbox"/> | <u>Reject</u> | <input type="checkbox"/> |
|---------------|--------------------------|------------------|-------------------------------------|---------------|--------------------------|

Recommendation (Please agree this with your Director)

Shortlist – provides 46% of potential savings whilst maintaining transport for vast majority of post 16 students (80% based on current numbers). There are some negative consequences as some course options would be less accessible to the young people of Merthyr Tydfil reducing their opportunities, and the long-term sustainability of Post 16 transport may be subject to further review as significant costs would still be incurred.

### Option 3 – Do maximum (only complete if asked to by CMT)

Option 3 Description – Remove the service

Does this mean that the level of service is reduced? Yes  No

Is this option directly relating to a reduction in a statutory service? Yes  No

Can further reductions take place without the Council failing to meet its statutory duty(ies)? Yes  No

Benefits of this option

- This option will achieve significant long term savings.

Consequences of this option

- Negative impact on the number of Merthyr Tydfil resident pupils continuing in post-16 education.

- Negative impact on number of people not in Education, Employment or Training (NEET's).
- Negative impact on the number of pupils accessing post 16 education at The College, Merthyr Tydfil.
- Negative impact on the number of pupils leaving post 16 education proficient in the Welsh language.
- Removing Post 16 Transport would be at odds with the Council's Raising Aspiration, Raising Standards (RARS) Strategy.
- Significant negative feedback likely from parents, schools/colleges and public.
- No support for Welsh or faith based post-16 education.
- Potential challenge for failure to sufficiently promote Welsh medium education without appropriate alternative within the County Borough.

## Risks

### **Negative (Threat) Risks** *(Please only complete the first three columns, CMT will complete the risk scores)*

| Risk Description  | Impact Description   | Risk Category | CMT Assessment of Risk |            |                             |
|---|--|---------------|------------------------|------------|-----------------------------|
|   |  |               | Impact                 | Likelihood | Score (Impact X Likelihood) |
| Negative local authority reputation linked to removing provision of Post 16 Transport – policy decision contrary to flagship Education strategy (RARS).                         | Negative reputational impact.  | Reputational  | 4                      | 4          | 16                          |
| Potential challenge to local authority for failure to sufficiently promote Welsh medium education, due to a lack of alternative WM Post 16 education within the County Borough. | Negative reputational impact / potential legal challenge.  | Reputational  | 4                      | 4          | 16                          |
|   |  | Legal         | 4                      | 4          | 16                          |
| Impact on local businesses – transport providers  | Reduced number of contracts to local providers   | Commercial    | 2                      | 4          | 8                           |
| Critical risk to the numbers of students continuing in further education if they cannot access transport  | Potentially a significant negative impact on pupils not in Education, Employment or Training (NEETS's) | Strategy      | 4                      | 3          | 12                          |

|  |  |          |   |   |    |
|--|--|----------|---|---|----|
| Students will have significantly reduced opportunity to continue attending a Welsh Medium school for Post 16 education | Fewer children and young people will leave school with increased proficiency in the Welsh language contributing negatively to the aims of the Council's WESP | Strategy | 4 | 4 | 16 |
|--|--|----------|---|---|----|

**Positive (Opportunity) Risks** *(Please only complete the first three columns, CMT will complete the risk scores)*

| Risk Description                              | Impact Description                     | Risk Category | CMT Assessment of Risk |            |                             |
|---|--|---------------|------------------------|------------|-----------------------------|
|   |  |               | Impact                 | Likelihood | Score (Impact X Likelihood) |
| Significant financial savings can be achieved | Financial savings circa £97k per annum | Financial     | 4                      | 3          | 16                          |

Potential total saving *(to be completed with or by the accountancy team)*

|                             | Year 1 | Year 2 | Year 3  | Year 4  |
|-----------------------------|--------|--------|---------|---------|
| <b>Costs (Uplifts etc.)</b> | £0     | £0     | £0      | £0      |
| <b>Savings</b>              | £0     | £0     | £56,452 | £96,774 |
| <b>Other</b>                | £0     | £0     | £0      | £0      |
| <b>Net savings</b>          | £0     | £0     | £56,452 | £96,774 |

Rationale (Accept, Reject, Shortlist) *(Please note shortlisting is only relevant if a do maximum option is included)*

|               |                          |                  |                          |               |                                     |
|---------------|--------------------------|------------------|--------------------------|---------------|-------------------------------------|
| <u>Accept</u> | <input type="checkbox"/> | <u>Shortlist</u> | <input type="checkbox"/> | <u>Reject</u> | <input checked="" type="checkbox"/> |
|---------------|--------------------------|------------------|--------------------------|---------------|-------------------------------------|

Recommendation *(Please agree this with your Director)*

This option achieves significant financial savings but with considerable negative consequences for flagship Council strategies and the opportunities provided to children and young people and so should be rejected. Also, the risk scores sit outside tolerance within the Council's approved risk strategy/policy.

## Business Case Approval

|  | Comments (if any) | Accepted (Yes/No) | Date |
|--|-------------------|-------------------|------|
| <b>Corporate Management Team (CMT)</b> |                   |                   |      |
| <b>Cabinet</b>                         |                   |                   |      |
| <b>Council</b>                         |                   |                   |      |

# Merthyr Tydfil County Borough Council - Integrated Impact Assessment

(Includes Well-being of Future Generations, Protected Characteristics, Welsh Language, Socio-economic Disadvantage, Decarbonisation, Sustainability and Biodiversity, Consultation/Engagement and Data/Evidence)



Before completing this Integrated Impact Assessment (IIA), please refer to the corresponding **guidance document**, which provides essential background information.

An IIA MUST be completed for:

- Any Council / Cabinet report.
- Any strategic decisions being taken where due regard is required to reduce inequalities of outcome resulting from socio-economic disadvantage.
- Any project (i.e. something that has a start and end date and is different from day to day business).
- Where you are implementing significant change e.g. service provision.

This IIA helps to support the Council in making informed and effective decisions whilst ensuring compliance with a range of relevant legislation. This IIA must be completed at the start of any project or proposal.

|   |   |                          |  |             |           |
|---|---|--------------------------|--|-------------|-----------|
| <b>Title of Report / Project:</b>   | Post 16 Transport   |                          |  |             |           |
| <b>Officer completing IIA:</b>  | Steve Lewis   |                          |  |             |           |
| <b>Lead Officer / Project Manager:</b>  | Helen Griffiths, Steve Lewis  |                          |  |             |           |
| <b>Service:</b>   | Learning – School Transport   |                          |  |             |           |
| <b>IIA completion date:</b>   | 6 <sup>th</sup> February 2024   |                          |  |             |           |
| <b>Type of proposal:<br/>(please place an X in the relevant box)</b>  | X   | Policy                   |  | Strategy    | Plan      |
|   |   | Practice                 |  | Restructure | Procedure |
|   |   | Other (please identify): |  |             |           |
| <b>Give a brief description of the proposal including the aims, and any links to relevant reports or documents:</b> | To amend the Post 16 Transport policy to either i. charge for all Post 16 Transport provided to ensure cost recovery, ii. streamline service to only provide to The College, Merthyr Tydfil and WM provision out of county or iii. remove all Post 16 Transport (option iii is not recommended to proceed). |                          |  |             |           |

## 1. Merthyr Tydfil Well-being Objectives

**Does your proposal help to deliver any of the Council's Well-being Objectives?**

How does your proposal help to deliver any or all of the Council's Well-being Objectives?

| Well-being Objectives  | Does your proposal have a positive or negative impact on the Council's Well-being Objectives?<br>Please place an X in the relevant box. |          |         | Why have you come to this decision?<br>Please provide an explanation.   | What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts?<br>How will you know when this has been achieved?  |
|--|---|----------|---------|---|--|
|  | Positive  | Negative | Neutral |   |  |
| <p><b><u>'An Aspirational Merthyr Tydfil focused on learning'</u></b><br/>We will strengthen how we enable people to grow and reach their potential.</p>             |   | x        |         | By either streamlining Post 16 Transport, removing it altogether or introducing charges, the proposal has a potentially negative impact on the number of 16-19 year-olds accessing Post 16 Education.   | <p>A statutory consultation period is required prior to changing the Council's Home to School Transport policy in line with the Learner Travel (Wales) Measure, 2008.</p> <p>Subject to consultation, introducing a fair and reasonable charging policy may help to ensure as wide access as possible to Post 16 Education continues and is preferable to removing Post 16 Transport altogether.</p> |
| <p><b><u>'A Healthier Merthyr Tydfil'</u></b><br/>We will empower people to live independent and dignified lives.</p>  |   | x        |         | Streamlining or removing the provision of Post 16 Transport may reduce the number of pupils accessing courses to secure pathways to skilled employment – also there will be a reduction in contracts to local businesses providing the transport. | Subject to consultation, introducing a fair and reasonable charging policy may help to ensure as wide access as possible to Post 16 Education continues and may be preferable to removing Post 16 Transport that is currently provided.  |
| <p><b><u>'A Safe &amp; Prosperous Merthyr Tydfil'</u></b><br/>We will support how our economy recovers and grows; ensuring people feel safe in their local area.</p> |   |          | X       | Neutral impact  | Monitor through the Council's agreed process for delivering efficiency proposals.  |
| <p><b><u>'A Clean &amp; Green Merthyr Tydfil'</u></b></p>  |   |          | X       | Neutral impact  | As above.  |

|  |  |  |  |  |  |
|--|--|--|--|--|--|
| We will support the creation of a clean and green environment now and in the future.   |  |  |  |  |  |
| <b>Sources of evidence to support the above (please use this information when completing the section 'Data and Evidence'):</b> |  |  |  |  |  |
| Associated business case.  |  |  |  |  |  |

| <b>2. Sustainable Development Principles (The Five Ways of Working)</b>   |   |   |
|---|---|---|
| <b>Does your proposal demonstrate you have met the sustainable development principles (five ways of working)?</b>   |   |   |
| The Well-being of Future Generations (Wales) Act 2015 requires the Council to consider how any proposals improve the social, economic, environmental and cultural well-being, whilst also looking to the future, planning for the long term and ensuring that we do not compromise the ability of future generations to meet their own needs. Please consider the national well-being goals when completing this section. |   |   |
| <b>Five Ways of Working</b>   | <b>How does your proposal demonstrate you have met the five ways of working when developing the proposal?</b>   | <b>Are there any additional actions to be taken to better contribute to the five ways of working and/or mitigate any negative impacts? How will you know when this has been achieved?</b> |
| <b>Long Term</b> - Thinking and planning for the long term, balancing short term and long term needs.   | Financial implications and risks have been considered in the context of short, medium and long-term needs.  | Following any statutory consultation, each option consulted on will be reconsidered against each of the five ways of working, in light of the feedback received.                          |
| <b>Prevention</b> - Preventing problems occurring or getting worse.   | This risk assessment considers the impact of possible options.<br><br>Further consideration will be given to mitigating negative impacts identified following consultation. | As above  |
| <b>Integration</b> - Impact on our well-being objectives, national well-being goals and the well-being objectives of other public bodies.   | The integration and alignment to other strategic priorities has been considered in the options appraisal and reflects in benefits/consequences and the risk assessments.    | As above  |
| <b>Collaboration</b> - Acting in collaboration with others inside and outside the Council.  | This proposal has been developed in collaboration with senior Education staff, the lead school transport  | As above  |

|  |   |          |
|--|---|----------|
|  | officers and following a review of previous school transport efficiency proposals.                                |          |
| <b>Involvement</b> - Involving people with an interest in achieving the well-being goals and who reflect the diversity of our communities. | A statutory consultation period is required prior to recommending any school transport policy changes to Council. | As above |
| <b>Sources of evidence to support the above (please use this information when completing the section 'Data and Evidence'):</b>             |   |          |
| Consultation Report  |   |          |



### 3. Protected Characteristics (including Welsh Language)

**Does your proposal directly impact on service users, employees and/or the wider community, including the nine protected characteristic groups and Welsh language as identified below?**

The Public Sector Equality Duty requires the Council to have 'due regard' to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity and foster good relations between different groups. Please note that an individual may have more than one protected characteristic.

| Protected Characteristics   | Does your proposal have a positive or negative impact on service users, employees and/or the wider community, including the nine protected characteristic groups and Welsh language? Please place an X in the relevant box. |          |         | Why have you come to this decision? Please provide an explanation.  | What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts? How will you know when this has been achieved? |
|---|---|----------|---------|---|--|
|   | Positive  | Negative | Neutral |   |  |
| <b>Age</b> - People of all ages.  |   | X        |         | Potential streamlining / removal of Post 16 Transport or introduction of charges that could reduce the number of people aged 16-19, able to access further education. | Consider solution that minimises any negative impacts on numbers of pupils likely to access Post 16 education.   |
| <b>Disability</b> - People with disabilities/long term conditions.  |   |          | X       | Not relevant to proposal  | Monitor through the Council's agreed process for delivering efficiency proposals.  |
| <b>Gender Reassignment</b> - People whose gender identity or gender expression is different to the sex they were assigned at birth. |   |          | X       | Not relevant to proposal  | As above.  |
| <b>Marriage and Civil Partnership</b> - People who are married or in a civil partnership.   |   |          | X       | Not relevant to proposal  | As above.  |
| <b>Pregnancy and Maternity</b> - Women who are pregnant and/or on maternity leave.  |   |          | X       | Not relevant to proposal  | As above.  |

|  |  |   |   |  |  |
|--|--|---|---|--|--|
| <b>Race</b> - People from black, Asian and minority ethnic communities and different racial backgrounds.   |  |   | X | Not relevant to proposal   | As above.  |
| <b>Religion or Belief</b> - People with different religions and beliefs including people with no beliefs.  |  | X |   | Potential streamlining / removal of Post 16 Transport or introduction of charges that could reduce the number of people able to access further education in a faith-based institution.           | Consider solution that minimises any negative impacts on numbers of pupils in this category likely to access Post 16 education.            |
| <b>Sex (Gender)</b> - Women and men, girls and boys and those who self-identify their gender.  |  |   | X | Not relevant to proposal   | Monitor through the Council's agreed process for delivering efficiency proposals.  |
| <b>Sexual Orientation</b> - Lesbian, gay, bisexual, heterosexual.  |  |   | X | Not relevant to proposal   | As above.  |
| <b>Welsh Language</b><br>The Welsh Language Wales Measure 2011 and the Welsh Language Standards require the Council to have 'due regard' for the positive or negative impact a proposal may have on opportunities to use the Welsh language and ensuring the Welsh language is treated no less favourably than the English language. |  |   |   |  |  |
| <b>Welsh Language</b> - Opportunities for people to use and promote the Welsh language, treating the Welsh language no less favourably than the English language, compliance with Welsh Language Standards, links with internal and external Welsh Language strategies.  |  | X |   | Potential streamlining / removal of Post 16 Transport or introduction of charges that could reduce the number of people able to access further education in a welsh-medium education institution | Consider solution that minimises any negative impacts on numbers of pupils likely to access Post 16 education through the medium of Welsh. |
| <b>Sources of evidence to support the above (please use this information when completing the section 'Data and Evidence'):</b><br><br>Consider consultation report / outcomes. Review impacts on protected characteristics prior to making final recommendations.  |  |   |   |  |  |

**4. Socio-economic Disadvantage (Strategic Decisions)**

**Does your proposal impact/deliver better outcomes for those who are experiencing socio-economic disadvantage?**

The Socio-economic Duty places a responsibility on the Council to have 'due regard' to how we can reduce inequalities of outcome caused by socio-economic disadvantage when making strategic decisions. This duty gives us an opportunity to do things differently and put tackling inequality at the heart of key decision-making. Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services.

Please consider: Single parents and vulnerable families, pensioners, carers, looked after children, single adult households, armed forces community, people with low literacy/numeracy, people who are homeless, people who have experienced the asylum system, students, people of all ages leaving a care setting, people living in the most deprived areas of Wales, people misusing substances, people involved in the criminal justice system, people who are not in education, employment or training. Please see the guidance document for more information.

| Socio-economic Disadvantage  | Does your proposal have a positive or negative impact on socio-economic disadvantage for service users, employees and/or the wider community?<br>Please place an X in the relevant box. |          |         | Why have you come to this decision?<br>Please provide an explanation.   | What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts?<br>What steps will be taken to reduce inequalities of outcome?<br>How will you know when this has been achieved?   |
|--|---|----------|---------|---|--|
|  | Positive  | Negative | Neutral |   |  |
| <b>Low Income/Income Poverty -</b><br>Unable to afford to maintain regular payments such as bills, food, clothing, transport, other essential items etc. |   | x        |         | By streamlining / removing or introducing charges for Post 16 transport additional cost pressure is placed on families experiencing socio-economic disadvantage to support their children access post 16 education. | If introducing charges a fair and reasonable charge should be considered even if full cost recovery is not achieved.<br><br>Helpful payment terms spread throughout the year should also be considered.<br><br>Charges should apply equally to all colleges/schools to smooth costs for those required to travel the greatest distances.<br><br>Consideration could be given to providing a discounted rate to pupils in receipt of EMA (Education Maintenance Allowance). |

|   |  |   |  |  |           |
|---|--|---|--|--|-----------|
| <b>Low and/or No Wealth</b> - Enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future.                                     |  | X |  | By streamlining / removing or introducing charges for Post 16 transport additional cost pressure is placed on families experiencing socio-economic disadvantage to support their children access post 16 education.  | See above |
| <b>Material Deprivation</b> - Unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure and hobbies etc.                |  | X |  | By streamlining / removing or introducing charges for Post 16 transport additional cost pressure is placed on families experiencing socio-economic disadvantage to support their children access post 16 education.  | See above |
| <b>Area Deprivation</b> - Where you live e.g. rural areas, and where you work e.g. accessibility of public transport.   |  | X |  | By streamlining / removing or introducing charges for Post 16 transport additional cost pressure is placed on families experiencing socio-economic disadvantage to support their children access post 16 education. This is exacerbated in areas of deprivation where public transport may not be as accessible. | See above |
| <b>Socio-economic Background</b> - Social class i.e. parents' education, employment and income.   |  | x |  | By streamlining / removing or introducing charges for Post 16 transport additional cost pressure is placed on families experiencing socio-economic disadvantage to support their children access post 16 education.  | See above |
| <b>Socio-economic Disadvantage</b> - What cumulative impact will the proposal have on people or groups because of their protected characteristic(s) or vulnerability or because they are already disadvantaged? |  | x |  | By streamlining / removing or introducing charges for Post 16 transport additional cost pressure is placed on families experiencing socio-economic disadvantage to support their children access post 16 education.  | See above |

|  |  |  |  |  |  |
|--|--|--|--|--|--|
|  |  |  |  |  |  |
| <b>Sources of evidence to support the above (please use this information when completing the section 'Data and Evidence'):</b> |  |  |  |  |  |
| Consider consultation report / outcomes. Review impact on socio-economic disadvantage prior to making final recommendations.   |  |  |  |  |  |

## 5. Decarbonisation and Climate Change Objectives

### Does your proposal help to deliver the Council's Decarbonisation Plan?

How does your proposal impact on the 6 key themes to help achieve the Council's commitment to become carbon neutral by 2030?

Welsh Government is aiming to achieve a carbon neutral public sector by 2030. This is driven by key legislation including: Well Being of Future Generations (Wales) Act 2015; Environment (Wales) Act 2016; Climate Change (Wales) Regulations 2018.

In response to this the Council has developed a Net Zero Roadmap with a themed approach to deliver our Decarbonisation Plan. This will be delivered through the 6 key themes below:

| Decarbonisation Plan Theme Areas   | Does your proposal have a positive or negative impact on the Council's Decarbonisation Plan? Please place an X in the relevant box. |          |         | Why have you come to this decision? Please provide an explanation.   | What actions have been/will be taken to better contribute to positive impacts and/or mitigate any negative impacts? How will you know when this has been achieved? |
|--|---|----------|---------|--|--|
|  | Positive  | Negative | Neutral |  |  |
| <b>Theme 1 – Buildings and Planning</b><br>Reducing or removing GHG emissions from existing property portfolio and new developments e.g. heat pump systems, solar panels.                              |   |          | X       | Proposal has no impact   | Monitor through the Council's agreed process for delivering efficiency proposals.  |
| <b>Theme 2 – Travel and Transport</b><br>Reducing or removing GHG emissions in the Council's fleet and equipment, and supporting sustainable travel e.g. electric vehicles, bike schemes, EV charging. | X   | X        | X       | If post 16 transport is streamline / removed there will be fewer contracted vehicles on the road which is positive.<br><br>However, students will require alternative transport, and this may result in more vehicles on the road doing the same journey and so removing Post 16 transport may have a negative impact overall. | Consider further following consultation.   |

|   |  |  |   |  |   |
|---|--|--|---|--|---|
|   |  |  |   | Consider further following consultation. |   |
| <b>Theme 3 – Procurement of Goods &amp; Services</b><br>Consideration of carbon reduction options in procurement process, Consider ways to reduce supply chain impacts.   |  |  | X | Proposal has no impact                   | Monitor through the Council's agreed process for delivering efficiency proposals. |
| <b>Theme 4 – Outsourced services (Leisure Trust)</b><br>Reduce and remove GHG emissions from leisure facilities e.g. low carbon options in new building or refurbishments <b>(N.B. only complete this section if direct impact on Leisure Trust).</b> |  |  | X | Proposal has no impact                   | As above.   |
| <b>Theme 5 – Land Management</b><br>Maximising the Council's land to increase biodiversity in open spaces, parks and woodlands.   |  |  | X | Proposal has no impact                   | As above.   |
| <b>Theme 6 – Governance</b><br>The Council is required to measure and report carbon emissions and carbon absorption. Are there outputs that can be captured and recorded from this project/decision?  |  |  | X | Proposal has no impact                   | As above.   |
| <b>Sources of evidence to support the above (please use this information when completing the section 'Data and Evidence'):</b>  |  |  |   |  |   |
| Associated business case.   |  |  |   |  |   |

**6. Biodiversity and resilience of Ecosystems**

**How does your proposal impact on Biodiversity and therefore the resilience of Ecosystems?**

Under Section 6 of the Environment (Wales) Act 2016 we must seek to maintain and enhance Biodiversity within the proper exercise of our functions. In doing so, we must also seek to promote the resilience of Ecosystems.

| Biodiversity and resilience of Ecosystems  | What is the expected impact on Biodiversity?<br>Please place an X in the relevant box. |          |         | Why have you come to this decision?<br>Please provide an explanation. | What actions have been/will be taken to better contribute to the maintenance and enhancement of Biodiversity?<br>How do you know when this has been achieved? |
|--|--|----------|---------|---|---|
|  | Maintained   | Enhanced | Reduced |   |   |
| To maintain and enhance Biodiversity (and therefore promote the resilience of Ecosystems). | X  |          |         | No impact on biodiversity   | Monitor through the Council's agreed process for delivering efficiency proposals.   |

**Sources of evidence to support the above (please use this information when completing the section 'Data and Evidence'):**

Associated business case.

**7. Consultation and Engagement**

**What consultation and/or engagement has been undertaken to inform the development of the proposal?**

There may be a legal requirement to consult in some instances, or a legitimate expectation that consultation will take place. Where it has been determined that consultation is required, the Gunning Principles must be adhered to.

- The proposals are still at a formative stage.
- There is sufficient information to give 'intelligent consideration'.
- There is adequate time for consideration and response.
- 'Conscientious consideration' must be given to the consultation responses before a decision is made.



Please consider: Protected Characteristic groups, those who are experiencing socio-economic disadvantage, communities and places of interest, other stakeholders, forums, community groups and community councils. Please see the guidance document for more information.

| Consultation and Engagement   | Has consultation and/or engagement been undertaken on the proposal?<br>Please place an X in the relevant box. |                      |              | Briefly describe any recent or planned consultation and/or engagement exercises, paying particular attention to evidencing the Gunning Principles. Please identify when the consultation and/or engagement took place or will take place, or why it is not required. | Who was consulted/engaged with? Was sufficient information provided to allow an informed decision on the proposal to be made? What were the key findings of the consultation and/or engagement? Have these findings been taken into account? Is further consultation and/or engagement required? |
|---|---|----------------------|--------------|--|--|
|   | Undertaken  | Due to be undertaken | Not required |  |  |
| Requirement for consultation and/or engagement to be undertaken, or a legitimate expectation that it will take place. |   | X                    |              | A statutory public consultation is required to change a school transport policy in line with the Learner Travel Measure (Wales), 2008.<br><br>This will be undertaken subject to agreement with Council.   | Monitor through the Council's agreed process for delivering efficiency proposals.  |

**Sources of evidence to support the above (please use this information when completing the section 'Data and Evidence'):**

Learner Travel Measure (Wales), 2008

**8. Data and Evidence**

**What data or other evidence has been used to inform the development of the proposal?**  
Evidence may include the outcome of previous consultation or engagement exercises, existing databases, pilot projects, review of customer complaints and compliments and other service user feedback, national and regional data, academic publications and reports, future trends, horizon scanning, business plans etc. Consider the sources of evidence from all of the sections in your explanation.

| Data and Evidence | Has data and evidence been used in order to inform the proposal? | What data or other evidence has been used to inform the development of the proposal? What have been the key findings of this data and evidence? | How has the data and evidence helped to inform the proposal? If the data and evidence did not support the proposal, why was this? |
|-------------------|--|---|---|
|                   |  |   |   |

|  | Please place an X in the relevant box. |    | Has this data and evidence helped to inform the proposal?   | Have there been any gaps identified? If so, what steps will be taken to cover the identified gaps? |
|--|--|----|---|--|
|  | Yes                                    | No |   |  |
| <b>Data and evidence used in order to inform the proposal.</b> | x                                      |    | School Transport contracts, pupil numbers, destinations and costs.<br><br>Previous public consultations on Post 16 Transport. | Monitor through the Council's agreed process for delivering efficiency proposals.                  |
| <b>Sources of evidence to support the above:</b>               |  |    |   |  |
| School Transport Consultation & Council reports 2014 and 2018  |  |    |   |  |

## 9. Summary

As a result of completing this IIA, please identify below;

- The number of positive, negative or neutral scores for the Council's Well-being objectives, the sustainable development principles, protected characteristics including Welsh Language and Socio-economic disadvantage.
- If consultation and/or engagement has been undertaken, is due to take place or is not required.
- If data and evidence has been used in order to inform the proposal.
- If the proposal maintains, enhances or reduces the resilience of ecosystems.

The table below should then be included in the related Council/Cabinet report.

|  | Positive Impacts   | Negative Impacts            | Neutral             |
|--|--|-----------------------------|---------------------|
| 9. Merthyr Tydfil Well-being Objectives                  | 0 of 4   | 2 of 4                      | 2 of 4              |
| 10. Sustainable Development Principles                   | 2 of 5   | 0 of 5                      | 3 of 5              |
| 11. Protected Characteristics (including Welsh Language) | 0 of 10  | 3 of 10                     | 7 of 10             |
| 12. Socio-economic Disadvantage                          | 0 of 6   | 6 of 6                      | 0 of 6              |
| 13. Decarbonisation                                      | 0 of 6   | 0 of 6                      | 6 of 6              |
| 14. Biodiversity and the resilience of Ecosystems        | <b>Maintained</b>  | <b>Enhanced</b>             | <b>Reduced</b>      |
|  | 1 of 1   | 0 of 1                      | 0 of 1              |
| 15. Consultation and Engagement                          | <b>Undertaken</b>  | <b>Due to be Undertaken</b> | <b>Not Required</b> |
|  | 0 of 1   | 1 of 1                      | 0 of 1              |
| 16. Data and Evidence                                    | <b>Yes</b>   |                             | <b>No</b>           |
|  | 1 of 1   |                             | 0 of 1              |
| <b>Summary</b>   |  |                             |                     |
| <b>The main positive impacts are:</b>                    | The proposal contains options for moderate to significant financial savings for the Council and includes a recommended option that secures sustainable long-term provision of Post 16 transport.   |                             |                     |
| <b>The main negative impacts are:</b>                    | <p>The proposal contains options that streamline, remove or introduce charges for Post 16 transport which has potentially negative impacts for young people aged 16-19, those seeking a Welsh-Medium or faith-based education, and those from a background of socio-economic disadvantage.</p> <p>Due to the potentially negative impact on numbers of young people accessing Post 16 education and securing pathways to higher education, training and employment, the proposal may also have a negative impact</p> |                             |                     |

|  |   |
|--|---|
|  | on the Council's Wellbeing objectives; 'An Aspirational Merthyr Tydfil focused on Learning' and 'A Healthier Merthyr Tydfil'. |
|--|---|

## 10. Actions

**Based on the summary of your positive and negative impacts identified in the Summary section above, will you need to make changes to your proposal to better contribute to positive impacts and/or mitigate any negative impacts?**

Please identify any further actions you will need to undertake to better inform this proposal e.g. whether further consultation is required or more data and evidence is required to better inform the proposal.

| What are you going to do?          | Estimated completion date | Who will be responsible?                     | Timelines/Milestones e.g. 6 months/over a year, etc. | Progress                    |
|------------------------------------|---------------------------|--|--|-----------------------------|
| Undertake a statutory consultation | July 2024                 | Education Department / School Transport Team | Commence April 2024?                                 | Subject to Council approval |

## 11. Version Control

**The IIA should be used at the earliest stages of the development of the proposal and decision making process, and then honed and refined throughout to strengthen and shape the proposal. This section will act as an audit trail to evidence how the IIA has been developed over time.**

Please use the table below to keep a record of this process so that we can demonstrate how we have delivered the sustainable development principles.

| Version No. | Decision making stage  | Date considered               | Brief description of any amendments made following consideration |
|-------------|--|-------------------------------|--|
| 1.0         | Business case proposal to consult on options to amend Post 16 Transport policy | 9 <sup>th</sup> February 2024 |  |

## 12. Monitoring and Review

**The implementation and the impact of the proposal should be monitored and reviewed throughout the development of the proposal.**

Please identify how the proposal will be monitored and reviewed as it progresses, including the implementation of any amendments identified.

**How will the implementation and the impact of the proposal and any amendments be monitored?**

Following the consultation process a report will be required to be taken to Council for a policy decision. A revised policy is required to be published 1<sup>st</sup> October 2024

|   |                                  |
|---|----------------------------------|
| <a href="#"><u>When will the proposal be reviewed? How frequently will this take place?</u></a> | The policy is reviewed annually. |
| <a href="#"><u>Who is responsible for monitoring and reviewing the proposal?</u></a>            | Steve Lewis / Helen Griffiths    |

| 13. <u>IIA Approval</u> |               |                   |  |                           |                               |
|-------------------------|---------------|-------------------|--|---------------------------|-------------------------------|
| <b>IIA Approved by:</b> | Anthony Lewis | <b>Job Title:</b> | Head of School Planning, Support & Resources | <b>IIA Approval date:</b> | 9 <sup>th</sup> February 2024 |