

WEST NORTHAMPTONSHIRE COUNCIL CABINET

7TH MAY 2024

CABINET MEMBER FOR ENVIRONMENT, TRANSPORT, HIGHWAYS AND WASTE: COUNCILLOR PHIL LARRATT

Report Title	Proposed Changes to the Home to School Transport Policy		
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List of Approvers

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Appendix A – Consultation Summary Report
Appendix B – Post 16 Transport Policy Academic year 2024-2025

1. Purpose of Report

- 1.1. To share and consider the findings of the recent consultation on the proposed changes to the Post 16 Transport Policy and associated supported documents.
- 1.2. To seek approval by Cabinet for the implementation of the proposed changes to the Post 16 Transport Policy which will take effect at the beginning of the academic year starting in September 2024.

1.3. To seek delegated authority to allow the Executive Director of Place, Economy and Environment in consultation with the Portfolio Holder for Environment, Transport, Highways and Waste to make any changes to the policy which are necessary to ensure it remains compliant with legislation and Statutory Guidance issued by the Department for Education.

2. Executive Summary

- 2.1 This report outlines the results of the recent public consultation on the proposed changes to the Council's Post 16 Transport Policy.
- 2.2 This report sets out the recommended changes to the policy, the potential impact of these and the mitigations the Council will provide.
- 2.3 The changes being proposed are to help meet the increased demand and operating costs the service has experienced over the last 2 years, whilst at the same time attempting to create a fairer system and exploring opportunities to give greater flexibility for parents, support our young people's independence and help to promote sustainable travel. The proposals will also help maintain consistency with the Council's Home to School Transport Policy for children of compulsory school age.
- 2.4 Formal public consultation on the proposed changes to the policy commenced on 1st February 2024 and closed at midnight on Sunday 7th April 2024. There were 779 responses received via West Northamptonshire Council's online consultation platform, and 6 were received by email. A copy of the report is attached at Appendix A.
- 2.5 The proposed changes to the policy are summarised below:

2.5.1 Increase the Cost of a Post 16 Bus Pass

This proposal is to increase the contribution towards the financial costs incurred by West Northamptonshire Council in providing transport, by increasing the cost of a bus pass for Post 16 students . The current policy provides discretionary travel assistance to non-entitled and Post 16 students at cost of £600 per annum and the revised policy will increase this to £1,000 which better reflects the actual cost of providing a seat for a non-entitled mainstream student.

2.5.2 Increased use of Personal Travel Budgets (PTB)

The Council currently provides a PTB where this is requested by a parent or carer and where it represents a more efficient use of Council resources. Many parents and carers are not aware that the Council can offer a tailored PTB which meets the cost of their child's transport arrangements and gives greater flexibility compared with the fixed transport arrangements provided by the Council.

The revised policy will promote the use of PTB's and to make this the first offering where this is suitable for the family and represents the most efficient use of Council resources.

2.5.3 Personal Travel Budget for Sole Transport

Under this proposal, travel assistance for students who require sole transport will be limited to a Personal Travel Budget unless in exceptional circumstances. This is because sole transport is often the most expensive transport for the Council to arrange and can often be sourced by parents or carers at a lower cost.

In exceptional circumstances where it is not possible for parents or carers to provide transport themselves or source suitable arrangements, then transport will be provided by the Council.

2.5.4 Young Adults with an Education Health and Care Plan Undertaking Apprenticeships The Council's current policy makes no provision for travel assistance for young adults aged 1619 undertaking an apprenticeship and the revised policy will offer support by way of a Personal Travel Budget to their educational setting only where this is named in their Education Health and Care Plan. In exceptional circumstances the Council may provide transport and each case

Travel assistance will not be provided to the workplace setting.

2.5.5 Transport at Normal Start and Finish Times

will be considered on its own merits.

Under the current policy, transport is provided at the normal start and finish times of the education or training setting. This allows the Council to plan and co-ordinate transport efficiently and the proposal is to keep this arrangement. The Council will review the timings at the start of each academic year.

Consideration will be given to students who are attending a particular course or setting which is named in their Education Health and Care Plan where their needs are such that they are not able to be properly supervised outside of their course classes. Each case will be considered on its own merits and parents and carers will be able to appeal the Council's decision under its formal appeals process.

3. Recommendations

3.1 It is recommended that the Cabinet:

- a) Approve the Revised Post-16 Transport Policy attached in Appendix B incorporating the changes outlined in this report and for this to be implemented and apply from the academic year starting in September 2024.
- b) Provide delegated authority to make any changes to the policy which are necessary to ensure it remains compliant with legislation and Statutory Guidance issued by the Department for Education.

4. Reason for Recommendations

4.1 Although the Council has a duty to prepare a Post 16 Transport Policy Statement each year, there is no statutory duty to provide free home to school transport for Post 16 students between 16-19 years of age.

- 4.2 The current policy has not been reviewed in over 10 years during which time the statutory guidance has been updated, the number of students receiving support has increased and the contribution of £600 has remained the same. As a result, the current policy needs to be reviewed.
- 4.3 There has been a significant increase in the cost of home to school transport and the change in contribution levels reflects this increase in cost. The proposed changes will help ensure that the cost of Post 16 Transport does not increase the financial burden on Council Tax payers.

5. Report Background

- 5.1 The home to school transport service is a statutory (legally required) service. West Northamptonshire Council currently supports over 6,000 children and young people by transporting them to and from school each day. The operation of this is complex and involves nearly 500 transport routes, supported by over 100 transport providers ranging from bus and coach companies to local taxi services.
- 5.2 Although students are now required to continue in education or training until the age of 18 years, the compulsory leaving age remains unchanged at 16 and therefore Local Authorities have no statutory duty to provide free transport for Post 16 students. Local Authorities have instead a duty to publish a "transport policy statement" each year, setting out how they will support young adults to access education and training.
- 5.3 The duty applies to young people of sixth form age and young people with Education, Health and Care Plans (EHC) up to age 25. The overarching intention is to ensure that learners of sixth form age are able to access education and training.
- 5.4 In summary, the eligibility criteria for support under the existing policy is outlined below:
 - i. The student resides more than 3 miles from their nearest suitable educational establishment or training provider.
 - ii. The students is attending their nearest suitable school, further education college or training provider.
 - iii. The student lives below the statutory walking distance to the nearest suitable school and cannot reasonably be expected to walk due to their special educational needs or disability (SEND).
- 5.5 The above eligibility criteria remains unchanged under the revised Post 16 Transport Policy.
- 5.6 The current Home to School and Post 16 Transport policies have recently been reviewed and this concluded that the Council is not consistent with other similar local authorities in terms of the level of support it provides. The Council is also aware that the way in which we provide travel assistance has changed and we are currently providing transport for a number of sole occupancy journeys, many of which require the support of a passenger assistant.

- 5.7 We also have a low take up of personal travel budgets which can enable families to make their own transport choices for their child which can sometimes lead to the best outcomes.
- 5.8 These changes are being proposed in order to meet increased demand and operating costs that the service has experienced over the last 2 years, whilst at the same time attempting to create a fairer system and exploring opportunities to give greater flexibility for parents, support our young people's independence and help to promote sustainable travel.

6. Issues and Choices

6.1 Proposal 1: Increase the Cost of a Post 16 Bus Pass

- 6.1.1 This proposal is to increase the contribution towards the financial costs incurred by West Northamptonshire Council in providing transport, by increasing the cost of a bus pass for Post 16 Students. The current policy provides travel assistance to non-entitled and Post 16 students at cost of £600 per annum and the revised policy will see this increase this to £1,000 which better reflects the actual cost of providing a seat for a non-entitled mainstream student.
- 6.1.2 The cost of travel assistance will be subject to an annual review in line with the Council's wider fees and charges review that takes place as part of the annual budget setting, and any change will be publicised and implemented from the start of the next academic year. This is consistent with the new charging arrangements for non-entitled compulsory school age children who purchase a seat on one of our existing contracted services.
- 6.1.3 Discounts for Post 16 low income students will continue to apply. For example, a mainstream learner from a low income household will receive a 50% discount and therefore pay £500, and a SEND learner from a low income household will continue to receive transport free of charge.

Impact and Possible Mitigations

6.1.4 The table below summarises the number of Post 16 learners who received support during the academic year 2022/2023 under the Council's current Post 16 Transport Policy.

Post 16 Learners	SEN (£600)	SEN (Free)	Main Stream (£600)	Main Stream (£300)
WNC Schools	41	96	221	1
Colleges	115	161	460	201

- 6.1.5 As shown in the consultation feedback in Appendix A, a total of 91% of respondents disagreed with the proposal, with 79% strongly disagreeing with some respondents commenting that the increase is set too high especially in the current financial climate and cost of living increases. A number of respondents (7%) agreed with the proposal.
- 6.1.6 Many respondents expressed concerns over affordability, especially with households with multiple children and those lower income households residing in more rural areas. Some respondents acknowledged that the cost would need to increase but suggested that this should be done incrementally rather than in one go. There was also concern expressed by parents that

as their children are now expected to remain in education or training until the age of 18, then they should be treated in the same way as compulsory school age children, and transport should be provided free of charge.

- 6.1.7 There is also likely to be a negative impact for students living in more rural areas and who were previously entitled to free home to school transport during their compulsory school age education. These students may be disadvantaged when compared to their counterparts living in more urban areas who have greater access to better public transport, walking and cycling infrastructure and can therefore decide not to pay the higher cost and travel independently.
- 6.1.8 The EqIA identified impacts on age, disability and low-income groups including those from rural areas and options were explored as to how these could be mitigated.
- 6.1.9 It is proposed that more flexible and longer term payment options are provided to families and where needed, providing a period of up to 12 months. This will help reduce the impact of the increase in charge.
- 6.1.10 The Council will also waive the parental contribution where the overall cost of a Personal Travel Budget is at least £1,000 less than the cost of the Council providing transport. This would be subject to a value for money exercise by the Council and will be reviewed annually.
- 6.1.11 For families where they have 2 or more siblings in Post 16 education at the same time and who are eligible to support under the new policy, the Council will continue to allow a 50% discount for any additional child which will help reduce the financial burden.
- 6.2 Proposal 2 Increased Use of Personal Budgets
- 6.2.1 A Personal Travel Budget (PTB) applies to those eligible for travel assistance and is paid either termly or monthly for parents/carers to use to ensure their child/young adult gets to and from their school or other further education in a way that meets the family's needs.
- 6.2.2 The Council currently provides a PTB when requested by the parent or carer where it represents better use of Council resources. The standard amount that can be paid under a PTB is £0.45 per mile for the cost of two return journeys for each day of attendance, however this can be increased where the actual cost incurred by the parent or carer is more than this.
- 6.2.3 The provision of a PTB gives parents and carers control over their child's travel arrangements and greater flexibility over how this is delivered when compared with the transport provided by the Council. It can also help ensure their child arrives at their education setting less anxious and ready to learn. The PTB will be set at a value which provides a realistic option for the parent/carer to undertake or source their own transport.
- 6.2.4 The proposal is to make a PTB the first offering where this represents the most efficient use of Council resources. Where this isn't a feasible solution, the Council will discuss and agree alternative travel arrangement with the family.

- 6.2.5 The Equality Screening Form identified that the proposal would not have a negative impact on any protected characteristics and could in fact provide a real opportunity for parents and carers to take control of their child's transport arrangements. This would enable greater flexibility for families and allow for alternative arrangements to be put in place such as drop off and pick up from a child minders or grandparents, which would not be offered under the arrangements put in place by the Council.
- 6.2.6 In terms of the consultation responses, 30% of respondents agreed that a PTB is a suitable alternative with 34% disagreeing. 35% of respondents expressed no opinion. Some responses were positive commenting that PTB's offered a personal choice to parents and may be more applicable for children with SEND where standard transport arrangements are not suitable. Other respondents felt that a PTB may not be suitable for all and were concerned over the workability of the scheme and how easily it could be administered and arranged for those wishing to take up this option.
- 6.2.7 The use of PTB's is something the Council is keen to promote and encourage further take up. The Council will waive the parental contribution where the overall cost of a Personal Travel Budget is at least £1,000 less than the cost of the Council providing transport. This would be subject to a value for money exercise by the Council and will be reviewed annually.
- 6.2.8 The Council is currently developing guidance documents for parents and carers to refer to when considering their child's transport options which will be available later this year.
- 6.3 Proposal 3 Transport at Start and Finish Times
- 6.3.1 The current policy explains that all transport for Post-16's will be provided at the beginning and end of each day during term time only, unless there are exceptional circumstances. This allows the Council to plan and co-ordinate transport efficiently. The proposal is to keep this arrangement and the Council will review the timings at the start of each academic year.
- 6.3.2 This is an operational change, not a policy change, and it is important that educational settings, parents and carers are aware of the transport arrangements that will be offered to Post 16 learners. This is the reason why this was included in the consultation.
- 6.3.3 Consideration will be given to students who are attending a particular course or setting which is named in their Education Health and Care Plan where their needs are such that they are not able to be properly supervised outside of their course classes.
- 6.3.4 This will be decided on a case by case basis and parents and carers will be able to appeal the Council's decision under its formal appeals process.

<u>Impact and Possible Mitigations</u>

6.3.5 The Equality Screening Form identified that the proposal would not have a negative impact on any protected characteristics. Establishing a regular attendance pattern consistent with school

- start and finish times could provide parents and carers the opportunity to seek employment or enhanced working patterns that are currently not available due to inconsistent timetables.
- 6.3.6 Colleges and other independent education and training settings have expressed concern that co-ordination of timetables with normal start and finish times for SEND students can sometimes be difficult to achieve given the course being taken and the individual's needs. They have advised that it may be difficult to make the necessary resources available to supervise SEND students who may need arrive before their timetable lessons or have to wait in the afternoon for their transport to arrive.
- 6.3.7 In terms of consultation responses, the majority of respondents agree or somewhat agree (78%) that transport should be provided at the start and end of the school day however a few respondents did suggest that some cases might require more flexible transport times. There was also some concern over the impact on students' participation in extra-curricular activities with some suggesting that transport should be flexible to accommodate extra-curricular activities. Others argue that extra-curricular activities are optional, and parents should arrange transport in these cases.
- 6.3.8 In order to address these concerns the policy will include provision to agree standard start and finish times with individual settings at the start of each academic year, and apply discretion for those students with an Education Health and Care Plan who due to their needs, are not able to wait for long periods for transport.
- 6.3.9 Educational settings will be expected to demonstrate why they are not able to supervise the student and will be expected to work with the Council to identify the most suitable arrangements to meet the needs of the student and ensure efficient use of Council resources.
- 6.3.10 As with all the proposals contained within the revised policy, all students and their families will retain the right to a formal appeal should they either be declined transport or where they feel the transport solution being offered is not suitable for their child.
- 6.4 Proposal 4 Travel Assistance for Apprentices
- 1.1.1 The current policy makes no provision for travel assistance to young adults aged 16-19 undertaking an apprenticeship.
- 1.1.2 The proposed policy seeks to address this and will, for a young person with an Education, Health and Care Plan and who is eligible under the Post 16 policy criteria, offer support by way of a Personal Travel Budget to the education setting. This will be subject to the setting being the nearest suitable. In exceptional circumstances, transport may be provided by the Council.
- 1.1.3 Travel assistance will not be provided to the workplace setting.

Impact and Possible Mitigations

1.1.4 Through the consultation 72% of respondents agreed with 10% disagreeing and 184 provided comments.

1.1.5 Through the Equality Screening Form no adverse impact was identified on any particular group. This is mainly due to the fact that this is an enhancement to the policy with support being provided where there was previously none.

1.2 Proposal 5 - Personal Travel Budget (PTB) for Sole Transport Arrangements

- 1.2.1 In certain cases, it is appropriate to provide a PTB, for those assessed as eligible for travel assistance, to students who travel on their own. This could be because the student lives in a rural area where no other students need transport, or because they have a high medical need and need to be transported on their own.
- 1.2.2 The Council currently provides a PTB for sole transport when this is requested by the parent or carer and where it represents a more efficient use of Council resources.
- 1.2.3 Where sole transport is needed, travel assistance will be limited to the provision of a Personal Travel Budget unless in exceptional circumstances. This is because sole transport is often the most expensive transport for the Council to arrange and can often be sourced by parents or carers at a lower cost.
- 1.2.4 In exceptional circumstances where it is not possible for parents or carers to provide transport themselves or source suitable arrangements, then transport will be provided by the Council.

Impact and Possible Mitigations

- 1.2.5 The Equality Screening Form identified that the proposal would not have a negative impact on any protected characteristics. In addition, the policy includes provision for exceptional circumstances and maintains the right of appeal for parents and carers.
- 1.2.6 In terms of consultation responses, the 33% of respondents agreed that a PTB should be the first option where a student will be travelling alone, with 26% disagreeing. Comments received from the consultation include the need for clear individual assessments and support for families to source their own transport is essential as it will alleviate the stress and burden on parents, especially those in rural areas where taxi services may be scarce. There were also differing views on parental responsibility, with some arguing that parents should be responsible for their children's transport, especially if they are not deemed to be low income.
- 1.2.7 The use of PTB's is something the Council is keen to promote and to encourage further take up, one option included in the revised policy is to waive the £1,000 contribution which would normally be deducted from the PTB value agreed with the parent. This would be subject to the value of the PTB being at least £1,000 less than the cost of the Council providing transport directly. In these circumstances, families would then receive free transport for their child's Post 16 education.

1.3 Proposal 6 – Policy Compliance Audits

- 1.3.1 Currently the 3 main colleges in Northamptonshire administer the Council's Post 16 Transport Policy on our behalf and put in place the necessary transport provision and recharge the Council the cost of this less the student contribution of £600 or £300.
- 1.3.2 This is proposed to continue however, to ensure the policy is being interpreted correctly and eligibility is fully in accordance with the policy criteria, we are proposing annual compliance audits. The intention is to ensure the Council is only funding those students who are entitled to support and to assist the colleges in the planning and procurement of the transport they provide.
- 1.3.3 This is an operational matter and not a policy change and is deemed not to have an impact on Post 16 students or their families.

6.7 Other Proposals

- 1.1.1 As part of the policy proposals the Council is also promoting independent travel training and are currently undertaking a pilot in conjunction with 2 local charities and a local SEND school. The pilot includes the use of virtual reality to help children and young adults overcome some initial fears and help familiarise them with the likely barriers they may face on their journey. Direct accompaniment will then follow, where the child or young adult will be accompanied on their journey until they become confident undertaking this by themselves.
- 1.1.2 The objective of the pilot is to explore how the Council can assist children and young adults with a SEND to become more independent not only for the purposes of home to school transport but also wider life skills. It will also promote healthy living and seek to improve overall wellbeing.

2. Implications (including financial implications)

2.1 Resources and Financial

- 2.1.1 The objectives of the revised policy are summarised below:
 - To help the Council meet the increased demand and operating costs the service has experienced over the last 2 years.
 - To provide a more equitable and fairer application of the entitlement to free home to school transport.
 - Provide greater clarity and certainty over the criteria that will apply when determining a child's entitlement to free home to school transport.

The home to school transport service has experienced a significant increase in demand and cost with an overspend of £2.7m anticipated for the financial year 2023/2024. The changes to the policy will help mitigate some of these increases and allow the council to continue to provide support for Post 16 learners to access education and training

2.2 Legal

- 2.2.1 The proposed policy, supporting documentation and Equality Impact Assessments have been reviewed by the Council's legal Services (Pathfinder Legal Services).
- 2.2.2 Local Authorities must comply with the public sector equality duty under the Equality Act 2010 ('EA 2010'). Local Authorities must consider the potential effect of their transport policy on disabled people, and parents of disabled children alongside other groups with protected characteristics.
- 2.2.3 Local Authorities need to ensure that their transport polices do not unlawfully discriminate in relation to protected characteristics or contravene the Human Rights Act and also that they comply with the Statutory School Travel and Transport Guidance.
- 2.2.4 Further, where the Local Authority is exercising a discretion, it needs to ensure that it does not fetter its discretion. Thus, it has to apply the principles of Natural Justice and observe that any process which it follows in reaching its final decision is within the realms of reasonableness, fairness, lawfulness and proper.

2.3 **Risk**

- 2.3.1 Any change to the Council's policy will give rise to a risk of legal challenge. The revised Post 16 transport policy and the associated Equality Impact Assessments have been reviewed by the Council's legal advisors and they are satisfied that the Council has met its legal duty in consulting on the proposals set out in this report, assessing the impact including all relevant stakeholders and individuals likely to be impacted by this change and identifying possible mitigations. This will help minimise the risk of legal challenge.
- 2.3.2 Should Cabinet not approve these changes at its May meeting, then the implementation of the revised policy will be delayed by a further academic year and will mean that the service will continue to be under financial pressure due to increased cost and demand. This is because the Council is required to publish its Post 16 transport policy each year by 31st May in order for it to come into force from September the same year.

2.4 Consultation and Communications

- 2.4.1 Formal public consultation on the proposed changes to the policy commenced on 1st February 2024 and closed at midnight on Sunday 7th April 2024.
- 2.4.2 The consultation consisted of an online questionnaire which was made available through the council's consultation hub, Citizen Space, at: https://westnorthants.citizenspace.com/cet/post-16-transport-policy-statement-2024/ The questionnaire was offered in an alternative format including large font or easy read. Paper copies were made available where required. Alternatively, people could also respond via email at schooltransportpolicy@westnorthants.gov.uk, or post using The Guildhall address.
- 2.4.3 A drop in session for parents was held at Guilsborough Academy on 27th March to receive feedback and inform the consultation.

- 2.4.4 Further drop in sessions will be arranged with colleges over the coming months to support parents and carers to understand the support the Council will put in place and the cost of this to them.
- 2.4.5 The consultation included access to all related documentation and material associated with the proposals along with further information and explanations around the reasoning for the proposals and frequently asked questions.
- 2.4.6 The consultation was publicised widely throughout the duration of the consultation period using different means including:
 - Local press: A series of media releases that went to circa 370 newsrooms and individuals (including hyperlocal, local, regional, and national, print, digital and broadcast including the Chronicle and Echo and BBC Radio Northampton) from the council's Communications Team.
 - Social media:
 - 4 promotions using Twitter, reaching a cumulative total of 5,536 accounts
 - Additionally, the consultation was promoted through Facebook posts 4 times, reaching a cumulative total of 16,000 accounts
 - E-newsletters were sent on 4 different dates during the consultation. Articles were also included in news bulletins to town and parish councils.
 - Online council news pages: Internal communications and external public pages.
 - Notifications were sent to schools, colleges and other education and training establishments. In addition, a transport partnership working group was formed to help inform the consultation of the potential impacts of the proposals both on the settings themselves and their students and families.
 - Detail about the consultation was also circulated via email to those registered on the council's Consultation Register and Residents Panel (over 700 contacts), as well as being sent to council members and parish councils. Wider promotion of the consultation was encouraged through these means.
- 2.4.7 The Post-16 Transport Policy Consultation received a total of 785 responses. 779 were received via West Northamptonshire Council's online consultation platform and, 6 were received by email. Other feedback was received from the 2 drop in sessions held at Guilsborough Academy.
- 2.4.8 The online consultation questionnaire was structured in a way that respondents were able to comment on individual proposals. There was no requirement for respondents to answer every question, therefore the total of responses for each question may differ. A summary report of the consultation is set out in Appendix A.
- 2.4.9 Discussion on the consultation took place directly with the Northampton Parent Forum Group (WNVP) which included attending weekly meetings. As result, there have been minor changes made to the proposed policy. These changes are for clarity only and do not have a significant impact the proposals presented in this Cabinet report.

2.5 Consideration by Overview and Scrutiny

2.5.1 A summary of the proposed policy changes was presented to the Place Overview and Scrutiny Committee at their meeting held on 31st January 2024.

2.6 **Climate Impact**

- 2.6.1 Any reduction in the number of vehicles operated by the Council will help reduce the Council's carbon footprint. Additionally, the measures proposed within this report could give rise to an increase in children walking and cycling to school which will help with support the Council's health and wellbeing objectives.
- 2.6.2 There could be an increase in parents deciding to transport their child to and from school themselves as they are not willing to pay the cost of a Post 16 bus pass or they take up a PTB. The mitigations proposed will help to reduce this, however it is not possible to quantify how many parents may chose this option. Officers will work with schools to help promote more sustainable transport arrangements for parents and where requested, help schools procure their own transport.

2.7 **Community Impact**

- 2.7.1 Concern was raised in the consultation that the proposed changes could unfairly disadvantage families residing in more rural areas. There was also concern that existing congestion around some of the larger rural secondary schools could be exacerbated due to parents deciding to transport themselves.
- 2.7.2 Allowing parents greater flexibility in the way they pay the increased charge will help minimise the number of parents who decide to transport their child themselves.
- 2.7.3 In more urban localities, there could be a greater number of students who decide to either walk or cycle rather than pay for a seat on our contracted services.

3. Background Papers

3.1 Equality Screening Forms and Equality Impact Assessments have been completed for each of the proposals and have been updated following the public consultation.