



Bristol City Council Equality Impact Assessment Form

(Please refer to the Equality Impact Assessment guidance when completing this form)

Name of proposal	School Crossing Patrol Service
Directorate and Service Area	Place: Sustainable Transport
Name of Lead Officer	Matthew Barrett

Step 1: What is the proposal?

Please explain your proposal in Plain English, avoiding acronyms and jargon. This section should explain how the proposal will impact service users, staff and/or the wider community.

1.1 What is the proposal?

There are currently around 65 school crossing patrols at schools in Bristol, plus a small number of sites currently where the school crossing patrol (SCP) position is vacant. SCPs are situated at locations where a real or perceived road danger has been identified and where the location reaches a statistical threshold in terms of traffic flow for both vehicles and pedestrians. However, recent re-assessments have shown that because of changing traffic and pedestrian patterns many of these sites no longer meet the criteria for having a school crossing patrol (SCP).

The 'Your Neighbourhood' consultation included a proposed cut of £155,000 per annum from the budget for the SCP service, which was approximately half of the budget. However, subsequently councillors have decided to reduce the cuts to £90,000 per annum

In order to save costs it is proposed to change the way the service is provided. This could result in the SCP service being removed from some sites/schools or it could result in the service being funded differently.

The 'Your Neighbourhood' consultation proposed removing funding for sites that were engineered e.g. a pedestrian crossing, as well as sites that failed to reach the assessment criteria. Because of the subsequent change to the budget the proposed number of sites to lose their funding has been reduced to 23. Seven of these sites are currently vacant.

Removal of the service may have the effect of making the journey to school less safe, potentially increasing the number of injuries on the road. It may also have the effect of discouraging walking and cycling trips to and from school. In

addition this may have the consequence of a fall in health and fitness levels among both children and adults.

The service is not a statutory requirement for a Local Authority

Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

2.1 What data or evidence is there which tells us who is, or could be affected?

The evidence is that the majority of users of the service are either children under 12 or parents and carers. The cultural and economic breakdown of the service users will in general reflect the local community.

The proposal will impact on staff, of those whose position is currently under threat: many are in the older age categories (53% are over 55, including 10% over 65); they are predominantly female (73%); many are on low incomes. From the staff records (BCC HR system does not record information on all staff ethnicity) 8.33% of those SCPs whose jobs are under threat are recorded as BME or White Minority and 18.75% as other religion or belief.

Any changes will be undertaken through the Council's Managing Change process which provides support to staff.

2.2 Who is missing? Are there any gaps in the data?

The service does not exclude any particular group and so will reflect the population of Bristol as a whole. We do not hold specific data on service users.

2.3 How have we involved, or will we involve, communities and groups that could be affected?

In January 2017 there was a citywide consultation on the budget proposals. Schools were sent a questionnaire and were asked to encourage parents to get involved in the citywide consultation. A 3000-strong petition was presented to Full Council and another online petition with 1650 signatures demonstrates that people were aware of these proposals. Responses from the budget consultation have confirmed that people have strong concerns over the proposed changes in terms of safety, and that this impact may disproportionately affect some protected characteristics likely to be disabled

parents and children as well as single working parents.

The proposed changes to the service were included as part of the 'Your Neighbourhood' consultation which was carried out between 13th June and 5th September 2017. This time the proposals included the actual locations or sites where the service might lose its funding. The schools and the School Crossing patrols were encouraged to take part in the consultation and encouraged to send details of the consultation to parents and guardians as well. There were several consultation meetings held around the city.

Step 3: Who might the proposal impact?

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?

Yes, potentially all groups are affected but children and young families to a greater degree. Pregnancy and maternity groups will be highly represented within the affected group. The service users will reflect the makeup of the city as a whole as well as that of the local community, so will affect most if not all protected characteristics.

3.2 Can these impacts be mitigated or justified? If so, how?

Yes but probably only partially mitigated by:

- Providing engineered crossings, however, this is not possible at all sites. This would also be a costly solution and even if the funding was available there would be a period when sites would have neither a SCP nor an engineered crossing.
- Seeking to fund the service by alternative means – e.g. schools provide funding, or seek to raise funding through sponsorship.

Bristol City Council will work with Head Teachers of affected schools who wish to identify potential mitigation actions that are appropriate for their school.

The justification for removing the service at all or some of the schools is that the provision of the School Crossing Patrol service is not a Statutory Duty for the Local Authority. Many sites no longer meet the criteria for having a school crossing patrol. In addition to this it is the responsibility of parents or carers to get their children to and from school safely.

Justification for seeking mitigation options for continuation of the service lie in Council Road Safety policy as well as commitment to promoting sustainable transport and encouraging walking and cycling. Risks involved in removing the service include the risk of increases in pedestrian casualties, an increase in the number of car journeys, a reduction in the number of children and parents walking and cycling with the associated losses and costs in terms of health. School Crossing Patrols not only offer a safer location for people to cross the road but they act as a visual reminder to motorists that they are near a school and should adjust their speed accordingly.

3.3 Does the proposal create any benefits for people with protected characteristics?

No

3.4 Can they be maximised? If so, how?

N/A

Step 4: So what?

The Equality Impact Assessment must be able to influence the proposal and decision. This section asks how your understanding of impacts on people with protected characteristics has influenced your proposal, and how the findings of your Equality Impact Assessment can be measured going forward.

4.1 How has the equality impact assessment informed or changed the proposal?

At this stage it hasn't changed it but it will inform any decision made in the future if there is seen to be a disproportionate effect on any one group.

4.2 What actions have been identified going forward?

Working with Head Teachers of affected schools to look at mitigation options. Invite participants of the consultation to identify if they would be willing to assist with mitigations or other measures to contribute to safety around schools where appropriate. Any affected staff will be supported through the Council's Managing Change process.

4.3 How will the impact of your proposal and actions be measured moving forward?

Variable depending on mitigation options but would include changes in casualty numbers around schools, particularly at the sites previously served by SCPs. Feedback from schools / parents
Feedback from pupils/staff where we are working with the school to promote active travel

Service Director Sign-Off:

PJ Mann

Equalities Officer Sign Off:

Jean Candler