

2012

Equality Analysis Guidance and Form



Brent Council Equality Analysis Form

Please contact the Corporate Diversity team before completing this form. The form is to be used for both predictive Equality Analysis and any reviews of existing policies and practices that may be carried out.

Once you have completed this form, please forward to the Corporate Diversity Team for auditing. Make sure you allow sufficient time for this.

1. Roles and Responsibilities: please refer to stage 1 of the guidance	
Directorate: Environment and Neighbourhood Services Service Area: Transportation	Person Responsible: Name: Rachel Best Title: Transportation Planning Manager Contact No: 020 8937 5289 Signed:
Name of policy: School Crossing Patrol Service Review	Date analysis started: 27/10/2014 Completion date: Review date:
Is the policy: New	Auditing Details: Name: Sarah Kaiser Title: Head of Equality Date: Contact No: x4521 Signed:
Signing Off Manager: responsible for review and monitoring Name: Tony Kennedy Title: Head of Transportation Date: Contact No: 020 8937 5151 Signed:	Decision Maker: Name: Full Council Date: 2 March 2015

2. Brief description of the policy. Describe the aim and purpose of the policy, what needs or duties is it designed to meet? How does it differ from any existing policy or practice in this area?

Please refer to stage 2 of the guidance.

2.1 Aims of the Service

The aim of the School Crossing Patrol service is to provide a safer crossing place in the vicinity of schools (during the period when pupils are going to and from school) where otherwise crossing to school would be more difficult.

The concept of having a School Crossing Patrol (SCP) officer outside of schools in the UK, to assist pupils crossing busy roads to or from school safely, is well established and was originally facilitated by the School Crossing Patrol SCP Act 1954.

It is a discretionary service. The Road Traffic Regulation Act 1984 provides that London Boroughs *may* make arrangements for patrolling school crossings but there is no statutory duty to do so.

The service is well respected and has made a contribution to a successful reduction in casualties from road accidents in recent years along with the Councils road safety education programme and the introduction of physical engineering measures to reduce risk. It has also contributed to improvements in the proportion of pupils travelling to school using sustainable transport modes and the healthy lifestyle agenda.

2.2 Background

At the current time 34 sites are covered by school crossing patrols, (two of these are funded by schools) and there are two supervisory staff.

In 2011 the service was subject to a review and a site prioritisation model was introduced this ensures SCP's are provided at locations where the road safety risk is greatest.

As the result of the responses to the previous public consultation it was agreed that the service would reduce through natural staff wastage rather than reduce immediately as first proposed.

Schools are now able to pay for the service at a cost of £6,000 pa.

2.3 Future

The proposal being considered by the budget committee in March 2015 is to cease providing a SCP service.

2.4 Risk Mitigation

If this proposal is to be implemented the following actions should be considered to

reduce the risk for service users:

- Encourage all schools to fund the service
- Provide additional road safety education
- Review all signage and road markings within the vicinity of the sites
- Request additional enforcement for school entrance markings
- Install additional traffic calming measures

The table below is a list of all the current SCP sites where the service is provided

	SCP site	School	School address	Ward
1	Aboyne Road NW10	Wykeham Primary	Aboyne Road London NW10 0EX	Welsh Harp
2	Acton Lane j/w Minet NW10	Harlesden Primary	Acton Lane London NW10 8UT	Harlesden
3	Acton Lane j/w Greenhill NW10	Harlesden Primary	Acton Lane London NW10 8UT	Harlesden
4	Anson Road NW2	Anson Primary	Anson Road London NW2 4AB	Mapesbury
5	Aylestone Avenue NW6	Malorees Infant and Junior	Christchurch Avenue NW6 7PB	Brondesbury Park
6	Bridge Road NW10	Mitchell Brook Primary	Bridge Road, London NW10 9BX	Stonebridge
7	Brondesbury Park NW6	Malorees Infant and Junior	Christchurch Ave, London NW6 7PB	Brondesbury Park
8	Canterbury Road NW6	St Marys RC Primary	Canterbury Road, London NW6 5ST	Kilburn
9	Chaplin Road Wembley	Barham Primary	Danethorpe Road, Wembley HA0 4RQ	Sudbury
10	Crest Road NW2	Braintcroft Primary	Warren Road, London NW2 7LL	Dollis Hill
11	Cullingworth Road NW10	Gladstone Park Primary	Sherrick Green Road, London NW10 1LB	Dudden Hill
12	Donnington Road NW10	Donnington Primary	Uffington Road, London NW10 3TL	Willesden Green
13	Dudden Hill	Northview	Northview Crescent,	Dudden Hill

	Lane NW10	Primary	London NW10 1RD	
14	East Lane Wembley	Wembley Primary	East Lane, Wembley HA9 7NW	Preston
15	Furness Road NW10	Furness Primary	Furness Road, London NW10 5YT	Kensal Green
16	Goodson Road NW10	St Josephs Primary	Goodson Road, London NW10 9LS	Harlesden
17	Harrow Road, Sudbury	Sudbury Primary	Watford Road, Wembley HA0 3EY	Sudbury
18	Hawkeshead Road NW10	Leopold Primary	Hawkshead Road, London NW10 9UR	Harlesden
19	High Road Willesden NW2	Convent of Jesus & Mary Infants	21 Park Avenue, London NW2 5AN	Willesden Green
20	Kingswood Ave NW6	Salusbury Primary	Salusbury Road, London NW6 6RG	Queens Park
21	Mapesbury Road NW2	NW London Jewish School	180 Willesden Lane, London NW6 7PP	Brondesbury Park
22	Manor Farm Road Wembley	Ealing Schools	N/A	N/A
23	Mount Stewart Ave Kenton	Mount Stewart Infant & Junior	Mount Stewart Ave, Kenton HA3 0JX	Kenton
24	Neasden Lane North NW10	Wykeham Primary	Aboyne Road, London NW10 0EX	Welsh Harp
25	Oakington Manor Dv Wembley	Oakington Manor Primary	Oakington Manor Drive, Wembley HA9 6NF	Tokyngton
26	Park Lane Wembley	Park Lane Primary	Park Lane, Wembley HA9 7RY	Wembley Central
27	Princes Ave NW9	Roe Green Infant & Junior	Princes Avenue, London NW9 9JL	Queensbury
28	Salusbury Road	Islamia	Salusbury Road,	Queens Park

	NW6	Primary	London NW6 6PE		
29	Salusbury Road NW6	Salusbury Primary	Salusbury Road, London NW6 6RG	Queens Park	
30	Shaftesbury Ave Kenton	Mount Stewart Infant & Junior	Mount Stewart Ave, Kenton HA3 0JX	Kenton	
31	Slough Lane NW9	St Robert Southwell Primary	Slough Lane, London NW9 8YD	Fryent	
32	Willesden Lane NW6	Christchurch Primary	Clarence Road, London NW6 7TG	Kilburn	
33	Woodstock Road Wembley	Lyon Park Infant & Junior	Vincent Road, Wembley HA0 4HH	Alperton	
34	Wrotesley Road NW10	Furness Primary	Furness Road, London NW10 5YT	Kensal Green	

3. Describe how the policy will impact on all of the protected groups:

The proposals will impact on some of the protected groups (as detailed below). The key stakeholders directly affected are:

- School children, parents and carers walking to school
- Staff within the service
- To a lesser extent, motorists

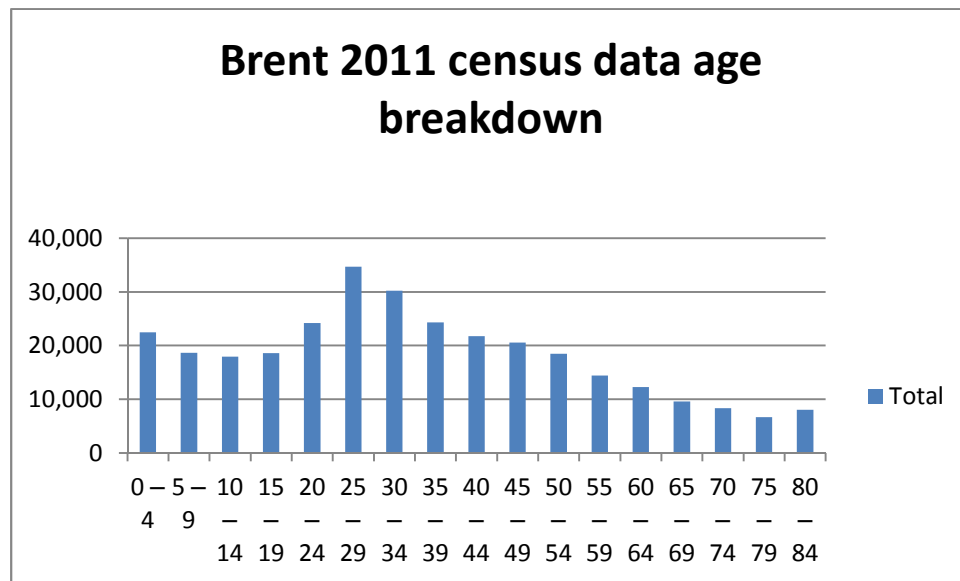
The following assessment considers the worst case scenario whereby provision ceases at all sites and schools do not choose to fund the service.

These proposals will affect 19 wards.

Age

The chart below shows the age breakdown of the borough. Brent's population has a

relatively young age structure with 25% of the population being in the 0 to 19 range



The 2011 census data indicates there is an increase in the number of children in Brent compared to the 2001 data, with the 0-to-4 age group experiencing a 38% increase, the 5-to-9's 16%, the 10-to-14's 9% and the 15-to-19's 12%.

Although school crossing patrols benefit children of all ages those most affected by the withdrawal of school crossing patrols service are children under 12 years of age and specifically those between 6 and 11 years.

Children attending Infants/Nursery schools are accompanied by parents or carers and secondary school children are considered to have developed sufficient road awareness skills.

Of the 46,590 children attending schools in the borough 27,596 attend infants, junior or primary schools.

The withdrawal of the school crossing patrol service from all sites would affect 31 schools in the borough, composed of 5 infant and 26 primary/junior schools. (some have more than one school crossing patrol) these are attended by 14,701 pupils (if schools do not have the option to pay for the service).

As the SCP service is designed to support children crossing to school. It is clear that the proposals will have a significantly disproportionate impact on the young people's age group in particular those aged 6-11.

With regards to the SCP Officers they are aged between 31 and 79 with 47% between 51 and 60 years.

Disability

There are currently 4 special schools in Brent for children with Special Education Needs (SEN) due to more severe disability. These are attended by 530 pupils. None of these schools have a school crossing patrol as the children are accompanied to and from these schools. The proposals will not therefore impact on those children

with the more severe disabilities.

Some children with physical or learning difficulties/disabilities attend mainstream schools.

The following table shows the number of children in the potentially affected schools within each category of learning difficulty/disability:

Category	Sub category	Number of children affected
Sensory and/or physical needs	<i>HI</i> Hearing Impairment	69
	<i>MSI</i> Multi-Sensory Impairment	
	<i>PD</i> Physical Disability	
	<i>VI</i> Visual Impairment	
Cognition & learning needs	<i>MLD</i> Moderate Learning Difficulty	326
	<i>PMLD</i> Profound and Multiple Learning Difficulty	
	<i>SLD</i> Severe Learning Difficulty	
	<i>SPLD</i> Specific Learning Difficulty	
Communication & interaction needs	<i>ASD</i> Autistic Spectrum Disorder	629
	<i>SLCN</i> Speech, Language and Communication Needs	
Other needs	<i>BESD</i> Behaviour, Emotional and Social Difficulty	367
	<i>OTH</i> Other Need	
	TOTAL	1391
	Percentage of pupils attending these schools	9.5%

No information exists to indicate how children with learning difficulties/disabilities travel to and from schools and hence whether they are likely to be impacted by the proposals.

The proposals will see the SCP service being reduced at zebra and pelican crossings which have facilities (tactile paving, flashing lights or displays, beepers etc) designed to support those (including children) with visual or hearing impairments to cross.

It is reasonable to assume that those children whose learning difficulty/disability places them at greatest risk (with regard to road safety) would normally be accompanied and hence would not be directly impacted by the proposals.

With regards to the SCP Officers 5% have a disability but do not require additional support or adjustments to carry out their duties.

Gender re-assignment

We have no reason to believe that the proposals would have a greater or lesser effect on this equality strand.
There are no SCP Officers affected by this.

Marriage and civil partnership

We have no reason to believe that the proposals would have a greater or lesser effect on this equality strand.

Pregnancy and maternity

We have no reason to believe that the proposals would have a greater or lesser effect on this equality strand.
There are no SCP Officers that are pregnant or currently on maternity leave.

Race

Brent was the first local authority in the UK to have a majority Black, Asian and Minority Ethnic (BAME) population. In the 2011 Census, 63.7% of the population were BAME. By contrast, 14% of people in England and Wales and 40% of people in London were BAME. The largest ethnic groups in Brent were Asian: Indian or British Indian (18.6% of Brent's population compared to 8.8% of the Outer London population) and White: English/ Welsh/ Scottish/ Northern Irish/ British (18.0%). Brent had a higher proportion of the following ethnic groups than London and nationally: Black African (7.8%), Black Caribbean (7.6%), White Irish (4%), Arab (3.7%), White Polish (2.9%) and White: Other Eastern European (2.1%).

Ethnicity by main ethnic group for Brent and London



The following table shows the ethnic breakdown of children in the potentially affected schools within each category:

Ethnicity	Percentage of total
Asian	37.7%
Black	24.8%
White	22.7%
Mixed	7.4%
Other	6.4%
No info	1%

Black Asian and minority ethnic (BAME) groups make up 71.1% of the total school roll, 71.9% of children attending all infant, junior and Primary Schools and 76.3% at schools where the SCP service is currently in operation.

It should be noted that the ethnic mix for the boroughs schools will vary year on year. Nevertheless the analysis shows that the proposals will not significantly disproportionately impact on any ethnic group.

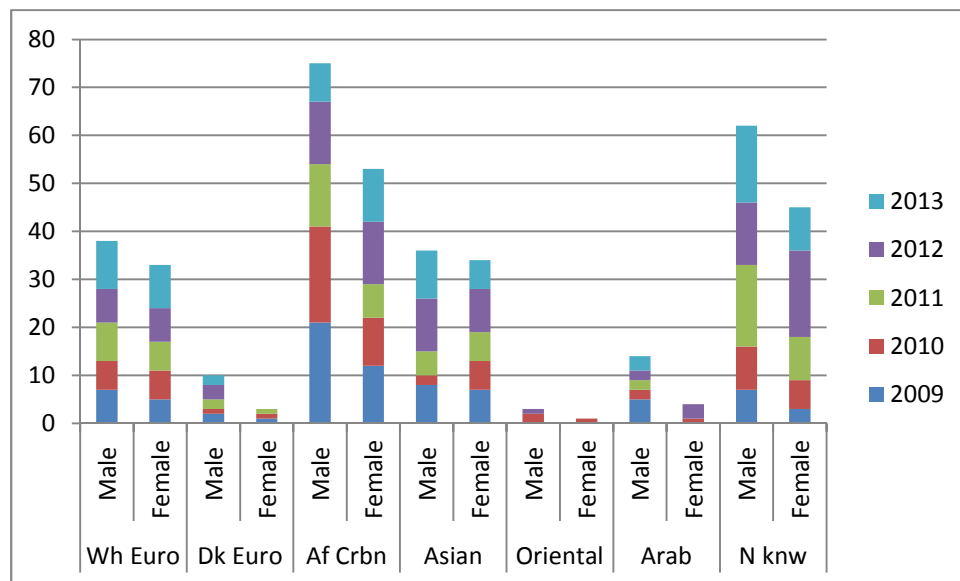
The following table shows the ethnic breakdown of SCP Officers within each category:

Ethnicity	Percentage of total
Asian	47.22%
Black	22.22%
White	27.78%
Mixed	0.0%
Other	0.0%
No info	2.78%

Black Asian and minority ethnic (BAME) groups make up 69.44% of the total

There is statistical evidence that, historically Black, Asian and Minority Ethnic (BAME) road users are at higher risk of death or serious injury on London's roads as pedestrians than non-BAME individuals.

The chart below details child casualties by ethnicity and sex between 2009 and 2013.



This data is taken from the police and Transport for London's (TfL) records (Stat 20) for all child casualties and those killed or seriously injured (under 16 years old) in the Borough, it includes both pedestrian casualties and those involved in motor vehicle accidents. Stat 20 data differs from the ONS ethnicity groupings.

The above chart indicates that in all ethnicity groups more males are injured on Brents roads than females and overall children from a BAME background and particularly those from an Afro-Caribbean background are proportionally more likely to be a casualty in a road traffic accident and would be more disadvantaged by the withdrawal of school crossing patrols from sites in the borough.

In terms of child pedestrian casualties in the vicinity of school crossing patrols, an analysis of site specific information indicates that no KSI accidents have been reported in the vicinity (i.e. within 30 metres) of a school crossing patrol during operational times over the last 5 years. There has only been one incident where a child accompanied by a parent was slightly injured when they stepped onto the road at a controlled crossing with a SCP in operation. As many sites have other safety features such as controlled (signal or zebra) crossing facilities, the contribution by virtue of the presence of the patrol is inconclusive.

Religion or belief

The proposal could result in the withdrawal of a school crossing patrol service from 7 faith schools including Roman Catholic, Jewish, and an Islamic school, currently one faith school pays for the service.

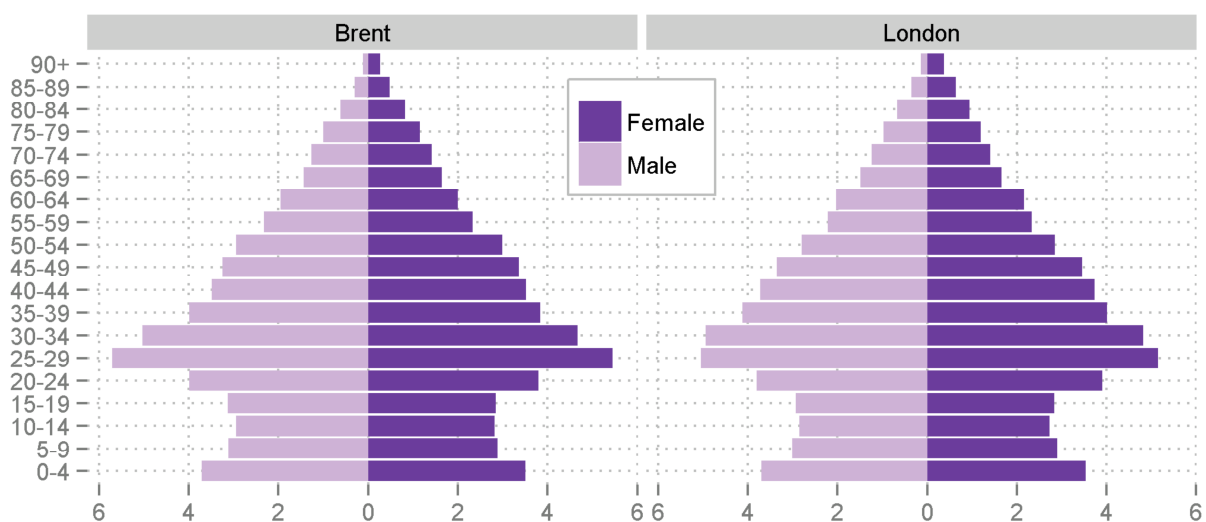
No data is available correlating road safety casualty rates to type of faith.

We have no evidence or reason to believe that the proposals would have greater or lesser effect on children on account of their faith.

With regards to the SCP Officers they are from a variety of religions with Christian being the highest (30.56%) followed by Hindu (25%).

Sex

Population pyramid by 5 year age bands for Brent and London 2011



Men made up just over half the population of Brent: 156,468 people in Brent were men and 154,747 were women

The proportion of male to female children is approximately equal.

With regards to the SCP Officers 72.22% are female and 27.78% male.

Information in the Race section of this equalities analysis includes casualty data by gender.

Between 2009 and 2013 there were 411 child casualties of which 238 (58%) were boys and 173 (42%) were girls.

Casualty statistics show that boys are slightly more likely to be injured in road traffic accidents than girls. This is thought to be mainly because boys are more likely to take 'extreme risks' and this is reflected widely in statistics.

Boys are therefore likely to be slightly more disadvantaged by the withdrawal of the school crossing patrol service at some sites in the borough.

Parents have a responsibility to make sure their children arrive at school. The majority of parents and carers that take children to and from school tend to be female. As a result a higher proportion of women than men will be impacted by the proposals. The SCP service is provided to assist children to safely cross the road but this does not discharge parents from their responsibilities. It is a parental decision usually based on lifestyle as to who will accompany children to or from school. There

is no evidence to suggest that women will be significantly disadvantaged as a result of the proposals.

Sexual Orientation

We have no reason to believe that the proposals would have a greater or lesser effect on this equality strand.

Please give details of the evidence you have used:

- Brent 2011 Census Profile (2013), London Borough of Brent
- Brent Ward Diversity Profiles 2011-2014 (2014), London Borough of Brent
- TfL Casualty statistics, Transport for London
- Brent school census data (January 2014)
- London School of Hygiene and Tropical Medicine (2007). Road Safety of London’s Black and Asian Minority Ethnic Groups

4. Describe how the policy will impact on the Council’s duty to have due regard to the need to:

(a) Eliminate discrimination (including indirect discrimination), harassment and victimisation;

The SCP service review supports the Council’s duty to eliminate discrimination by introducing risk mitigation actions to help prepare service users to travel to school without the assistance of a SCP this includes all protected groups. Sites will be assessed on a case-by-case basis once the final decision is made as to the future of the service.

(b) Advance equality of opportunity;

All the risk mitigation actions mentioned above are directed at supporting and preparing children and their parents/carers for the removal of the SCP service. These methods include physical measures, education and enforcement.

The following table contains a list of all the SCP sites and their respective impacts.

Scheme	Ward (s)	Impact		
		Positive	Negative	Neutral
Woodstock Road Wembley	Alperton		Age - 20% are under 18 years old Race - 81.7% are from a BAME backgrounds	Disability, Gender re-assignment, Pregnancy and Maternity, Race, Religion or

				belief, Sex and Sexual Orientation
Aylestone Avenue, Brondesbury Park and Mapesbury Road, NW6	Brondesbury Park		Age 18.8% are under 18 years old Race - 43.8% are from BAME backgrounds	Disability, Gender re-assignment, Pregnancy and Maternity, Race, Religion or belief, Sex and Sexual Orientation
Crest Road, NW2	Dollis Hill		Age 28.1% are under 18 years old Race – 64.3% are from BAME backgrounds	Disability, Gender re-assignment, Pregnancy and Maternity, Race, Religion or belief, Sex and Sexual Orientation
Cullingworth Road, Dudden Hill Lane, NW10	Dudden Hill		Age 22.9% are under 18 years old Race – 55.9% are from BAME backgrounds	Disability, Gender re-assignment, Pregnancy and Maternity, Race, Religion or belief, Sex and Sexual Orientation
Slough Lane, NW9	Fryent		Age 23.5% are under 18 years old Race – 62.7% are from BAME backgrounds	Disability, Gender re-assignment, Pregnancy and Maternity, Race, Religion or belief, Sex and Sexual Orientation
Acton Lane X2, Goodson Road and Hawkeshead Road, NW10	Harlesden		Age 29.1% are under 18 years old Race – 67% are from BAME backgrounds	Disability, Gender re-assignment, Pregnancy and Maternity, Race,

				Religion or belief, Sex and Sexual Orientation
Furness Road and Wrotesley Road, NW10	Kensal Green		Age 21.7% are under 18 years old Race – 52.3% are from BAME backgrounds	Disability, Gender re-assignment, Pregnancy and Maternity, Race, Religion or belief, Sex and Sexual Orientation
Mount Stewart Avenue and Shaftesbury Avenue, Kenton	Kenton		Age 19.1% are under 18 years old Race – 70% are from BAME backgrounds	Disability, Gender re-assignment, Pregnancy and Maternity, Race, Religion or belief, Sex and Sexual Orientation
Canterbury Road and Willesden Lane, NW6	Kilburn		Age 20.3% are under 18 years old Race – 50% are from BAME backgrounds	Disability, Gender re-assignment, Pregnancy and Maternity, Race, Religion or belief, Sex and Sexual Orientation
Anson Road, NW2	Mapesbury		Age 17.8% are under 18 years old Race – 43.4% are from BAME backgrounds	Disability, Gender re-assignment, Pregnancy and Maternity, Race, Religion or belief, Sex and Sexual Orientation
East Lane, Wembley	Preston		Age 22.9% are under 18 years old Race – 70.1% are from BAME backgrounds	Disability, Gender re-assignment, Pregnancy and Maternity,

				Race, Religion or belief, Sex and Sexual Orientation
Kingswood Avenue, Salisbury Road, NW6 x2	Queens Park		Age 19.8% are under 18 years old Race –37% are fromBAME backgrounds	Disability, Gender re-assignment, Pregnancy and Maternity, Race, Religion or belief, Sex and Sexual Orientation
Princes Avenue, NW9	Queensbury		Age 22.7% are under 18 years old Race –72.9% are fromBAMEbackgrounds	Disability, Gender re-assignment, Pregnancy and Maternity, Race, Religion or belief, Sex and Sexual Orientation
Bridge Road, NW10	Stonebridge		Age 32.1% are under 18 years old Race –76.6% are fromBAMEbackgrounds	Disability, Gender re-assignment, Pregnancy and Maternity, Race, Religion or belief, Sex and Sexual Orientation
Chaplin Road and Harrow Road, Wembley	Sudbury		Age 23% are under 18 years old Race –77.4% are fromBAME backgrounds	Disability, Gender re-assignment, Pregnancy and Maternity, Race, Religion or belief, Sex and Sexual Orientation
Oakington Manor Drive, Wembley	Tokyngton		Age 21% are under 18 years old Race –76.1% are fromBAME backgrounds	Disability, Gender re-assignment, Pregnancy and

				Maternity, Race, Religion or belief, Sex and Sexual Orientation
Aboyne Road and Neasden Lane North, NW10	Welsh Harp		Age 28.5% are under 18 years old Race –61.3% are from BAME backgrounds	Disability, Gender re-assignment, Pregnancy and Maternity, Race, Religion or belief, Sex and Sexual Orientation
Park Lane, Wembley	Wembley Central		Age 20.5% are under 18 years old Race –86% are from BAME backgrounds	Disability, Gender re-assignment, Pregnancy and Maternity, Race, Religion or belief, Sex and Sexual Orientation
Donnington Road, NW10 and High Road Willesden, NW2	Willesden Green		Age 21.2% are under 18 years old Race –52.7% are from BAME backgrounds	Disability, Gender re-assignment, Pregnancy and Maternity, Race, Religion or belief, Sex and Sexual Orientation

(c) Foster good relations

School Crossing Patrols are often considered an integral part of the school community and are generally highly valued by children, parents and carers, as well as the schools themselves. They provide a highly visual service and this can promote the feeling of a safe environment and encourage community liaison between various social and racial groups within the wider community.

5. What engagement activity did you carry out as part of your assessment?
Please refer to stage 3 of the guidance.

i. Who did you engage with?

Engagement for this SCP service review was internal only within the Council, however, when a decision is made regarding the option to be progressed officers will consult with staff and schools. All will be subject to consultation with Officers from Children and Families, staff, schools and the public prior to implementation. This will provide an opportunity for everyone to present their views on the affects the proposed changes may have on childrens journeys to and from school. Consultations following a previous service review in 2011 were undertaken with schools, staff and the public.

ii. What methods did you use?

The 2011 consultation included public surveys, a schools questionnaire and staff consultation sessions.

The current proposals were included in the consultation event hosted at the Civic Centre on 13th January 2015 and were on the agenda of the subsequent Brent Connects meetings.

A letter was sent to all schools with a SCPO to advise of the proposals and establish if they would be prepared to fund the service.

iii. What did you find out?

There was broad support for the retention of the service, with 80% of parents saying they were opposed to the removal of the service. At the same time, consultees were understanding of the budgetary constraints being placed on the Council and there was broad support for SCP services to be prioritised on a greatest need basis.

Eleven schools responded to the letter with nine agreeing to fund the service and two raising concerns and not able to fund.

iv. How have you used the information gathered?

This consultation resulted in the retention of the SCP service under condition of a service realignment to provide services only to those sites with the greatest need for SCPs.

The responses from schools will be included in relevant committee reports.

v. How has it affected your policy?

Given that the results of the 2011 consultation show strong community opposition to total removal of the SCP service, these consultation results have informed the development of options to be taken to the budget committee in 2015, including retaining the service, reducing the service to the 10 highest priority SCP locations and requiring schools to fund the SCPs themselves. We have, at this stage,

consulted the schools on whether they want to buy the service.

6. Have you identified a negative impact on any protected group, or identified any unmet needs/requirements that affect specific protected groups? If so, explain what actions you have undertaken, including consideration of any alternative proposals, to lessen or mitigate against this impact.

The table below lists the actions that could be taken for each disadvantaged protected group.

Protected Characteristic	Comments
Age	The age of the children most affected by the withdrawal of school crossing patrols are those under 12 years of age and specifically those between 6 and 11 years as younger children are always accompanied by parents or carers. Road safety education (RSE) targeted at this age group would improve road skills and mitigate risk.
Disability	The statistics indicate that 9.5% of children are registered as SEN. Road safety education would include suitable media for these children.
Gender re-assignment	
Pregnancy and maternity	
Race	BAME and particularly children from an Afro-Caribbean ethnicity are more vulnerable. Road safety education would be targeted to more vulnerable groups to mitigate risk.
Religion or belief	
Sex	TfL's Stat 20 data on road traffic casualties shows boys account for 58% of child casualties between 2009 and 2013. These children will therefore be disproportionately affected by a reduction or removal of the SCP service.
Sexual orientation	

Please give details of the evidence you have used:

Evidence of these existing impacts on protected groups is based on the following sources:

- Brent 2011 Census Profile (2013), London Borough of Brent
- Brent Ward Diversity Profiles 2011-2014 (2014), London Borough of Brent
- TfL Casualty statistics, Transport for London
- Brent school census data (January 2014)
- London School of Hygiene and Tropical Medicine (2007). Road Safety of London's Black and Asian Minority Ethnic Groups

7. Analysis summary

Please tick boxes to summarise the findings of your analysis.

Protected Group	Positive impact	Adverse impact	Neutral
Age		✓	
Disability		✓	
Gender re-assignment			✓
Marriage and civil partnership			✓
Pregnancy and maternity			✓
Race		✓	
Religion or belief			✓
Sex		✓	
Sexual orientation			✓

8. The Findings of your Analysis

Please complete whichever of the following sections is appropriate (one only). Please refer to stage 4 of the guidance.

Adjust the policy

If a decision is made to cease providing a school crossing patrol service with no option for schools to pay for the service, mitigation actions would need to be taken to reduce the negative impact on service users. These would include:

- Provide additional road safety education
- Review all signage and road markings within the vicinity of the sites
- Request additional enforcement for school entrance markings
- Install additional traffic calming measures

With regards to the road safety education this would have to be tailored to meet the needs of the individuals and schools with a particular focus on those from BAME ethnicity groups, males and adapted for pupils with SEN requirements.

9. Monitoring and review

Please provide details of how you intend to monitor the policy in the future. Please refer to stage 7 of the guidance.

The Council will continue to monitor casualty statistics in the Borough and investigate those reported that involve children at locations where school crossing patrols have been removed, and initiate road safety improvements and/or additional road safety education/training where necessary. Through this process interventions will be tailored to the needs of the protected groups in particular road safety education.

10. Action plan and outcomes

If the proposals are to go ahead, formal consultation will be undertaken as part of the process with schools, staff and the public.

All decisions made will consider the requirements of the various protected groups and include measures to reduce disproportion.

The Safety and Travel Planning team will continue to investigate ways in which road safety education programs can be better targeted toward eliminating inequality such as through targeting of schools with high proportions of BAME students.

Actions 1 and 2 in the table below will be implemented if the decision is made to withdraw the service. Actions 3 and 4 will be carried out regardless of the decision made.

Action	By when	Lead officer	Desired outcome	Date completed	Actual outcome
1. Formal consultation	April 2015	Rachel Best	Address all areas raised during consultation		
2. Mitigation actions	April 2015	Rachel Best	Schools losing SCP are provided support to reduce risk		
3. Review EA in line with decision made regarding the future of the service	April 2015	Rachel Best	The revised EA reflects the decision made, assesses the impact and identifies actions required		
4. Monitor casualty statistics and investigate new ideas for road safety interventions	Ongoing	Rachel Best	Eliminate casualty inequality amongst BAME students		