

Equality Impact Assessment

The purpose of an assessment is to understand the impact of the Council's activities* on people from protected groups and to assess whether unlawful discrimination may occur. It also helps to identify key equality issues and highlight opportunities to promote equality across the Council and the community. The assessment should be carried out during the initial stages of the planning process so that any findings can be incorporated into the final proposals and, where appropriate, have a bearing on the outcome.

(*Activity can mean strategy, practice, function, policy, procedure, decision, project or service)

Name of person completing the assessment	Mike Smith Licensing Team Leader	Date of assessment	5 February 2021
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Name of the proposed activity being assessed	Hackney Carriage and Private Hire Licensing Policy.	Is this a new or existing activity?	Existing
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Who will implement the activity and who will be responsible for it?	The Licensing Service will implement and be responsible for the Policy.
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1. Determining the relevance to equality

What are the aims, objectives and purpose of the activity?	The purpose of taxi licensing is for the protection of the travelling public.
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Disability	Yes		<p>The requirements of the Policy apply to any applicant/licence holder equally, with the purpose of the Policy pursuant to the legitimate aim of public protection. However the Policy allows each application to be treated on its merits and does not prevent individuals making an application for the Council to consider a departure from the Policy.</p> <p>The Policy proposes a number of measures which improve safety and standards in the taxi and private hire trades and which would improve access to the service for customers from all groups.</p>
Race	Yes		
Gender	Yes		
Sexual orientation	Yes		
Age	Yes		
Religion or belief	Yes		
Transgender or transsexual	Yes		
Marriage and civil partnership	Yes		
Pregnancy or maternity	Yes		

3. Is it likely the proposed activity will have a negative impact on one or more protected groups?			
Protected groups	Yes	No	Evidence
Disability		No	The Policy proposes a number of measures which improve safety and standards in the taxi and private hire trades and which would improve access to the service for customers from all
Race		No	

Gender		No
Sexual orientation		No
Age		No
Religion or belief		No
Transgender or transsexual		No
Marriage and civil partnership		No
Pregnancy or maternity		No

groups.

The Council previously had a policy of requiring an all accessible hackney carriage fleet, which was never fully implemented. In 2015 this requirement was removed following consultation and replaced with an incentive to provide accessible vehicles through fee incentives. This policy remains in place.

4. What action can be taken to address any negative impact? What measures could be included to promote a positive impact? (*Consider whether it is possible to amend or change the activity due to the likely adverse impact whilst still delivering the objective. Is it possible to consider a different activity which still achieves the aims but avoids an adverse impact? Is an action plan required to reduce any actual or potential adverse impact?*)

There are no negative impacts identified. The Council regularly engages with the licensed trade through newsletter and TAG meetings where opportunities are used to discuss relevant issues, promote standards and ensure compliance.

5. What are the main sources of evidence that have been used to identify the likely impacts on the different protected groups? (*Use relevant quantitative and qualitative information that is available from sources such as previous EIA's, engagement with staff and service users, equality monitoring, complaints, comments, customer equality profiles, feedback, issues raised at previous consultations and known inequalities*).

The Policy has been subject of wide public consultation including consultation with the trade and user groups.

There is regular engagement with the licensed trade through newsletters and TAG meetings. Similarly the public are able to report any issues to the Council for investigation, with any trends monitored.

6. Has any consultation been carried out (e.g. with employees, service users or the wider community)? Please provide details

Yes, full public consultation has taken place, see details in the Committee report.

7. Is further consultation required as a result of any negative impact identified? If so, what groups do you intend to engage with and how?

No. The Council will however continue to engage with the trade, taxi users and relevant groups.

8. Conclusion of Equality Impact Assessment - please summarise your findings

The Council's Licensing Policy was due for review following changes introduced in 2015 to improve standards and public safety. The Council is required to have regard to the Statutory Taxi and Private Hire Vehicle Standards published in July 2020 when reviewing its Policy. The Standards focus on protecting children and vulnerable adults, however by extension all passengers will benefit from the recommendations contained in it.

The Policy proposes a number of measures which improve safety and standards in the taxi and private hire trades and which would improve access to the service for customers from all groups. Full public consultation on these measures, including consultation with the trade and user groups and no issues have been identified as a result of this assessment.

Name of person completing assessment: Mike Smith

Date: 5 February 2021

Job title: Licensing Team Leader

Signature:

Senior manager name:

Date:

Signature: