

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Kevin Winchcombe – Principal Licensing Officer Amanda Gregory – Regulatory Services Manager
Directorate:	Planning and Regulatory Services
Date of Completion:	December 2014

Name of Policy/Strategy/Service/Function Proposal

HACKNEY CARRIAGE AND PRIVATE HIRE LICENSING POLICY

The Aims, Objectives and Expected Outcomes:

There is currently no general policy to cover the licensing of drivers and vehicles. The current licensing provision is by way of conditions.

It is therefore necessary that a policy is produced to provide the minimum requirements the council would expect before a hackney or private hire licence can be applied for either a driver or vehicle.

The new policy provides clear guidance to the applicant, Licensing Officers and licensing committee on the application process and the determination of taxi related applications.

It is recommended that the policy is implemented from 1 August 2015 to enable the proprietors to put measures in place to comply with this policy.

Please delete as appropriate:

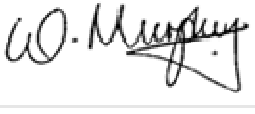
- New policy

Key Questions to Consider in Assessing Potential Impact	
Will the policy, strategy, service or council function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?	No
Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a "legitimate expectation" for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations	Yes
Do different groups of people within the local community have different needs or experiences in the area this issue relates to?	No
Could the aims of these proposals be in conflict with the council's general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?	No
Will the proposal have a significant effect on how services or a council function/s is/are delivered?	No
Will the proposal have a significant effect on how other organisations operate?	No
Does the proposal involve a significant commitment of resources?	No
Does the proposal relate to an area where there are known inequalities?	No
<p>If you answer Yes to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.</p> <p>If you answer No to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service.</p>	

Protected Characteristics	Positive	Negative	No impact	Reasons
Age			x	All persons irrelevant of any of the characteristics applying for a Hackney Carriage/Private Hire Drivers Licence or a vehicle licence will need to demonstrate compliance with the Policy before an application will be considered and/or granted.
Disability			x	All persons irrelevant of any of the characteristics applying for a Hackney Carriage/Private Hire Drivers Licence or a vehicle licence will need to demonstrate compliance with the Policy before an application will be considered and/or granted.
Gender Reassignment			x	All persons irrelevant of any of the characteristics applying for a Hackney Carriage/Private Hire Drivers Licence or a vehicle licence will need to demonstrate compliance with the Policy before an application will be considered and/or granted.
Marriage & Civil Partnership			x	All persons irrelevant of any of the characteristics applying for a Hackney Carriage/Private Hire Drivers Licence or a vehicle licence will need to demonstrate compliance with the Policy before an application will be considered and/or granted.
Pregnancy & Maternity			x	All persons irrelevant of any of the characteristics applying for a Hackney Carriage/Private Hire Drivers Licence or a vehicle licence will need to demonstrate compliance with the Policy before an application will be considered and/or granted.
Race			x	All persons irrelevant of any of the characteristics applying for a Hackney Carriage/Private Hire Drivers Licence or a vehicle licence will need to demonstrate compliance with the Policy before an application will be considered and/or granted.

Religion / Belief			x	All persons irrelevant of any of the characteristics applying for a Hackney Carriage/Private Hire Drivers Licence or a vehicle licence will need to demonstrate compliance with the Policy before an application will be considered and/or granted.
Sex (male / female)			x	All persons irrelevant of any of the characteristics applying for a Hackney Carriage/Private Hire Drivers Licence or a vehicle licence will need to demonstrate compliance with the Policy before an application will be considered and/or granted.
Sexual Orientation			x	All persons irrelevant of any of the characteristics applying for a Hackney Carriage/Private Hire Drivers Licence or a vehicle licence will need to demonstrate compliance with the Policy before an application will be considered and/or granted.

Are there aspects of the proposal that contribute to or improve the opportunity for equality?	Yes
The Policy sets out minimal standards which must be achieved. These are the same for all applicants.	

Evidence Considered During Screening	
<p>The policy applies only to those wishing to apply for a hackney carriage drivers licence or to licence a vehicle for the purpose of operating as a hackney carriage or private hire vehicle. At the present time no equality data is obtained during this process and it is not possible to fully assess the impact.</p> <p>The policy will go out for a consultation with current proprietors and licenced drivers.</p>	
Head of Service Sign off:	
Advice sought from Legal Services (Name)	Justin Thorne
Date	December 2014

Stage 2 Full Equality Impact Assessment

Assessor(s)Name(s):	Kevin Winchcombe – Principal Licensing Officer Amanda Gregory – Regulatory Services Manager
Directorate:	Planning and Regulatory Services
Date of Completion:	February 2015

Name of Policy/Strategy/Service/Function Proposal

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Scope of the Equality Impact Assessment

The production of this Policy has taken into account the comments raised during the consultation undertaken specifically on a draft policy. 6 comments were received from 4 members of the taxi trade.

The Policy will be reviewed every 5 years and will take into account any comments received from Licenced taxi drivers and operators.

Analysis and assessment

None of the comments related to any protected characteristics.

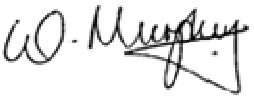
Recommendations

The consultation did not raise any issues with equality and no impacts have been identified, therefore it is considered that there is no impact on the protected characteristics by this policy.

Action/Improvement Plan

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Age	No impact	Not Applicable	Not Applicable	
Disability	No impact	Not Applicable	Not Applicable	
Gender Reassignment	No impact	Not Applicable	Not Applicable	
Marriage & Civil Partnership	No impact	Not Applicable	Not Applicable	
Pregnancy & Maternity	No impact	Not Applicable	Not Applicable	
Race	No impact	Not Applicable	Not Applicable	
Religion / Belief	No impact	Not Applicable	Not Applicable	
Sex (male or female)	No impact	Not Applicable	Not Applicable	
Sexual Orientation	No impact	Not Applicable	Not Applicable	
HR & workforce issues	No impact	Not Applicable	Not Applicable	

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Human Rights implications if relevant	No impact	Not Applicable	Not Applicable	

Summary	
Date of Assessment:	February 2015
Signed off by Head of Service/Director	
Review date	February 2020
Date published	February 2015