



**Equality Impact Assessment**

<b>Question</b>	<b>Response</b>
1. Name of policy/funding activity/event being assessed	Hackney Carriage and Private Hire Licensing Policy – Mandating CCTV in vehicles.
2. Summary of aims and objectives of the policy/funding activity/event	To assess the impact of mandating CCTV in taxis on protected equality characteristics.
3. Who is affected by the policy/funding activity/event?	Hackney Carriage and Private Hire licence holders and members of public.
4. Has there been any consultation with, or input from, customers/service users or other stakeholders? If so, with whom, how were they consulted and what did they say? If you haven't consulted yet and are intending to do so, please complete the consultation table below.	Not currently, however should the joint Rural Environment Overview and Scrutiny support the proposal to mandate the use of CCTV in taxi and private hire vehicles a full public consultation would be required, and the responses considered by Council as part of the decision-making process as outlined by Department for Transport Guidance (Nov 2023).
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	The policy can be reviewed in light of any operational issues found and will be reviewed if there is any guidance or legislative change. The Policy is reviewed every 5 years in the absence of the above.

<b>Protected Characteristic</b>	<b>Is there a potential for positive or negative impact?</b>	<b>Please explain and give examples of any evidence/data used</b>	<b>Action to address negative impact e.g. adjustment to the policy</b> <i>(The Action Log below should be completed to provide further detail)</i>
Age	Positive	<p>Without leading the narrative of the consultation an element of it would concentrate on outlining the benefit for both drivers and passengers from travelling in a safer environment. Whilst it is acknowledged that any traveller could be viewed as vulnerable in certain circumstances, CCTV could result in increased security for young and older people travelling in hackney carriages and private hire vehicles.</p> <p>Following the consultation, it will be determined whether the Council mandates the requirement for CCTV in vehicles. If it does go ahead a further Impact Assessment would be developed with the</p>	



		findings of the consultation taken into consideration	
Disability	Negative	<p>Visually impaired passengers may not be aware of audio/video recording or know how to activate a system if they wished to if it was not a CCTV that recorded continuously.</p> <p>Without leading the narrative on the consultation an element of it would concentrate on understanding the benefit for both drivers and passengers from travelling in a safer environment. Whilst it is acknowledged that any traveller could be viewed as vulnerable in certain circumstances, CCTV could result in increased security for disabled travelers in hackney carriages and private hire vehicles.</p> <p>Following the consultation, it will be determined whether the Council mandates the requirement for CCTV in vehicles. If it does go ahead a further Impact Assessment would be developed with the findings of the consultation taken into consideration</p>	The Policy could include the requirement for drivers to verbally inform passengers of the CCTV presence and how to activate it.
Gender Reassignment	Positive	<p>Without leading the narrative on the consultation an element of the consultation would concentrate on outlining the benefit for both drivers and passengers from travelling in a safer environment. Whilst it is acknowledged that any traveller could be viewed as vulnerable in certain circumstances, CCTV could result in increased security for people from the trans</p>	



		<p>community in hackney carriages and private hire vehicles.</p> <p>Following the consultation, it will be determined whether the Council mandates the requirement for CCTV in vehicles. If it does go ahead a further Impact Assessment would be developed with the findings of the consultation taken into consideration</p>	
Marriage and Civil Partnership	No impact	Whilst it is acknowledged that any traveller could be viewed as vulnerable in certain circumstances, this protected characteristic does not affect the consideration or application of this requirement.	
Pregnancy and Maternity	No impact	Whilst it is acknowledged that any traveller could be viewed as vulnerable in certain circumstances, this protected characteristic does not affect the consideration or application of this requirement.	
Race	Positive	<p>Without leading the narrative on the consultation an element of the consultation would concentrate on outlining the benefit for both drivers and passengers from travelling in a safer environment.</p> <p>Whilst it is acknowledged that any traveller could be viewed as vulnerable in certain circumstances CCTV could result in increased security for people from different races, ethnicities and cultures in hackney carriages and private hire vehicles.</p> <p>Following the consultation, it will be determined whether the Council mandates the requirement for CCTV in vehicles. If it</p>	



		does go ahead a further Impact Assessment would be developed with the findings of the consultation taken into consideration	
Religion or Belief	Positive	<p>Without leading the narrative on the consultation an element of the consultation would concentrate on outlining the benefit for both drivers and passengers from travelling in a safer environment. Whilst it is acknowledged that any traveller could be viewed as vulnerable in certain circumstances CCTV could result in increased security for people of differing faiths and beliefs in hackney carriages and private hire vehicles.</p> <p>Following the consultation, it will be determined whether the Council mandates the requirement for CCTV in vehicles. If it does go ahead a further Impact Assessment would be developed with the findings of the consultation taken into consideration</p>	
Sex	Positive	<p>Without leading the narrative on the consultation an element of the consultation would concentrate on outlining the benefit for both drivers and passengers from travelling in a safer environment. Whilst it is acknowledged that any traveller could be viewed as vulnerable in certain circumstances CCTV could result in increased security for both women and men in hackney carriages and private hire vehicles.</p> <p>Following the consultation, it will be determined</p>	



		<p>whether the Council mandates the requirement for CCTV in vehicles. If it does go ahead a further Impact Assessment would be developed with the findings of the consultation taken into consideration</p>	
<b>Sexual Orientation</b>	No impact	<p>Without leading the narrative on the consultation an element of the consultation would concentrate on outlining the benefit for both drivers and passengers from travelling in a safer environment. Whilst it is acknowledged that any traveller could be viewed as vulnerable in certain circumstances CCTV could result in increased security for people of all sexual orientations and identities in hackney carriages and private hire vehicles.</p> <p>Following the consultation, it will be determined whether the Council mandates the requirement for CCTV in vehicles. If it does go ahead a further Impact Assessment would be developed with the findings of the consultation taken into consideration</p>	
<b>Other Factors requiring consideration</b>			
<b>Socio-Economic Impacts</b>	Positive	<p>There is the potential for both drivers and passengers to benefit from a safer environment in which to travel and increased user confidence may facilitate higher passenger demand from more vulnerable groups such as the elderly or those with disabilities.</p> <p>Following the consultation, it will be determined</p>	



	Negative	<p>whether the Council mandates the requirement for CCTV in vehicles. If it does go ahead a further Impact Assessment would be developed with the findings of the consultation taken into consideration</p> <p>Any changes to mandate the introduction of CCTV in all licensed vehicles following the consultation will have a financial impact on operators, drivers, vehicle owners and ultimately travelers if the costs then have to be passed on to passengers. An increase in fare charges could mean the difference on affordability for some people.</p>	
Carers (those who provide unpaid care to a family member, friend or partner)	Positive	<p>There is the potential for both drivers and passengers to benefit from a safer environment in which to travel and increased user confidence may facilitate higher passenger demand from more vulnerable groups such as the elderly or those with disabilities</p> <p>Following the consultation, it will be determined whether the Council mandates the requirement for CCTV in vehicles. If it does go ahead a further Impact Assessment would be developed with the findings of the consultation taken into consideration</p>	

**Consultation**

Negative impacts identified will require the responsible officer to consult with the affected group/s to determine all practicable and proportionate mitigations. Add more rows as required.		
Group/Organisation	Date	Response




**Proposed Mitigation: Action Log**

To be completed when barriers, negative impact or discrimination are found as part of this process – to show actions taken to remove or mitigate. Any mitigations identified throughout the EIA process should be meaningful and timely. Add more rows as required.

Negative Impact	Action	Timeline	Outcome	Status

**Evaluation Decision**

Once consultation and practicable and proportionate mitigation has been put in place, the responsible officer should evaluate whether any negative impact remains and, if so, provide justification for any decision to proceed.

Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?		
Final Decision	Tick	Include any explanation/justification required
1. <b>No barriers</b> identified, therefore activity will <b>proceed</b>		
2. <b>Stop</b> the policy or practice because the data shows bias towards one or more groups		
3. <b>Adapt or change</b> the policy in a way that will eliminate the bias		
4. <b>Barriers and impact identified</b> , however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore you are going to <b>proceed with caution</b> with this policy or practice knowing that it may favour some people less than others, providing justification for this decision		

**Did you consult with an Equality Ally prior to carrying out this assessment? Yes**

**Sign off**

<b>Name and job title of person completing this EIA</b>	Heather Green, Licensing Manager
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<b>Officer Responsible for implementing the policy/function etc</b>	Ayeisha Kirkham, Head of Public Protection
<b>Date Completed</b>	16 February 2026
<b>Line Manager</b>	Karen Whitfield
<b>Date Agreed</b> <i>(by line manager)</i>	16 February 2026
<b>Date of Review</b> <i>(if required)</i>	

Completed EIAs should be included as an appendix to the relevant report going to a Cabinet, Committee or Council meeting and a copy sent to [equalities@southkesteven.gov.uk](mailto:equalities@southkesteven.gov.uk).

Completed EIAs will be published along with the relevant report through Modern.Gov before any decision is made and also on the Council's website.