



# SOUTH KESTEVEN DISTRICT COUNCIL

## Equality Impact (Initial Analysis)

### Review of Hackney Carriage and Private Hire Licensing Policy

<b>Service Area:</b> Environmental	<b>Lead officer:</b> Anne-Marie Coulthard	<b>Date of Meeting</b>  05/06/20
	<b>Assessors:</b> Anne-Marie Coulthard	
	<b>Neutral Assessor:</b> Carol Drury	

**1. Name and description of policy/service/function/strategy**

South Kesteven District Council Hackney Carriage and Private Hire Licensing Policy

This is a review of the existing policy which was adopted in March 2015. The policy set out the requirements and standards that must be met by licence holders and applicants and will guide the work of the Authority in the way in which it carries out its function.

**Is this a new or existing policy? Existing**

**2. Complete the table below, considering whether the proposed policy/service/function/strategy could have any potential positive, or negative impacts on groups from any of the protected characteristics (or diversity strands) listed, using demographic data, user surveys, local consultations evaluation forms, comments and complaints etc.**

<b>Equality Group</b>	<b>Does this policy/service/function/strategy have a positive or negative impact on any of the equality groups?  Please state which for each group</b>	<b>Please describe why the impact is positive or negative. If you consider this policy etc is not relevant to a specific characteristic please explain why</b>
<b>Age</b>	Positive	The policy ensures the protection of children and vulnerable adults and contains measures throughout to ensure all licensees are fit and proper persons to hold a licence. The review also introduces mandatory Safeguarding Awareness refresher training alongside the mandatory initial training.
<b>Disability</b>	Positive	The policy ensures that drivers and operators are aware of the requirements of the Equality Act 2010 and their responsibilities and confirms that the authority maintains a register of wheelchair accessible vehicles.

		<p>All drivers are required to carry assistance dogs and to provide reasonable assistance with luggage.</p> <p>Drivers who are unable to assist for their own medical reasons are able to obtain an exemption.</p> <p>The policy provides for maximum age of wheelchair accessible vehicles to be increased to 12 years from 10 years and for a reduction in fee for such vehicles, helping to support the availability of accessible vehicles.</p>
<b>Race</b>	Negative	<p>The policy proposes that applicants for private hire vehicle or hackney carriage driver licences will be required to undertake an assessment of their communication skills, for which an additional fee will be payable. Applicants who can demonstrate that they have previously completed an English-language qualification at a suitable level will be exempt from the additional assessment (see general comments below)</p>
<b>Gender Reassignment</b>	Neutral	Not a determinant of this policy
<b>Religion or Belief</b>	Neutral	Not a determinant of this policy
<b>Sex</b>	Neutral	Not a determinant of this policy

<b>Sexual Orientation</b>	Neutral	Not a determinant of this policy
<b>Pregnancy and Maternity</b>	Neutral	Not a determinant of this policy
<b>Marriage and Civil Partnership</b>	Neutral	Not a determinant of this policy
<b>Carers</b>	Positive	Where a vehicle is wheelchair accessible, drivers are required to provide assistance to allow a disabled person to travel in their wheelchair if they wish. This promotes independence and potentially enables people to travel without a carer in some circumstances.
<b>Other Groups (e.g. those from deprived (IMD*) communities; those from rural communities, those with an offending past)</b>  *(IMD = Indices of multiple deprivation)		None identified
<b>General comments</b>	<p>The Authority expects all licensed taxi and private hire drivers to have sufficient command of the English language so that they can communicate freely and clearly with passengers and officials, including in stressful and emergency situations. Drivers are also expected to be able to identify situations where there may be passenger safeguarding concerns and to possess sufficient communication skills to report those concerns. The ability to converse effectively in English also helps avoid job related misunderstandings such as wrong directions, fare disputes, collecting the wrong customer and misunderstanding a customer's assistance needs.</p> <p>Regardless of any protected characteristics, drivers are required to treat all customers with dignity and respect</p>	

**3. What equality data/information did you use to inform the outcomes of the proposed policy/service/function/strategy? (Note any relevant consultation who took part and key findings)**

Public consultation will be carried out as part of the policy determination process

**If there are any gaps in the consultation/monitoring data, how will this be addressed?**

**4. Outcomes of analysis and recommendations (please note you will be required to provide evidence to support the recommendations made): Please check one of the options.**

a)	No major change needed: equality analysis has not identified any potential for discrimination or for negative impact and all opportunities to promote equality have been taken	<input checked="" type="checkbox"/>
<b><i>If you have checked option a) you can now send this form to the Lead Officer and your Neutral Assessor for sign off</i></b>		
b)	Adjust the proposal to remove barriers identified by equality analysis or to better promote equality.	<input type="checkbox"/>
<b><i>If you have checked option b) you will need to answer questions b.1 and b.2</i></b>		
c)	Adverse impact but continue	<input type="checkbox"/>
<b><i>If you have checked option c) you will need to answer questions c.1</i></b>		
d	Stop and remove the policy/function/service/strategy as equality analysis has shown actual or potential unlawful	<input type="checkbox"/>

**b.1 In brief, what changes are you planning to make to your proposed policy/service/function/strategy to minimise or eliminate the negative equality impacts?**

**b.2 Please provide details of whom you will consult on the proposed changes and if you do not plan to consult, please provide the rationale behind that decision.**

***If you have checked option b) you will need to complete a Stage 2 equality analysis***

- c.1 Please provide an explanation in the box below that clearly sets out your justification for continuing with the proposed policy/function/service/strategy.**

***If you have checked option c) you will need to complete a Stage 2 equality analysis. You should consider in stage 2 whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.***

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**Signed (Lead Officer):**  
*(Name and title)*

Anne-Marie Coulthard  
Head of Environment

**Date completed:**

**05/06/20**

**Signed (Neutral Assessor):**  
*(Name and title)*

Carol Drury  
Community Engagement and Policy Development Officer

**Date signed off:**

**05/06/20**