



Appendix 1 - Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Hackney Carriage and Private Hire Licensing Policy
2. Summary of aims and objectives of the policy/funding activity/event	<p>To update the existing policy following feedback regarding the current policy and a review by Senior Management.</p> <p>The policy was assessed for equality impact when it was updated in 2024 following the proposed changes based on Department for Transport Guidance document and local consultation.</p>
3. Who is affected by the policy/funding activity/event?	Hackney Carriage and Private Hire vehicle owners, drivers, operators, users of these vehicles 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 on the changes currently proposed.
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.

Protected Characteristic	Is there a potential for positive or negative impact?	Please explain and give examples of any evidence/data used	Action to address negative impact e.g. adjustment to the policy <small>(The Action Log below should be completed to provide further detail)</small>
Age	No impact	This protected characteristic is not affected by any of the changes recommended or the policy as a whole.	The Policy ensures the protection of children and vulnerable adults (regardless of age) and contains measures throughout to ensure all licensees are fit and proper persons to hold such a license.
Disability	No impact	This protected characteristic is not affected by any of the changes recommended or the policy as a whole.	<p>The policy ensures that drivers and operators are aware of the requirements of the Equality Act 2010 by undertaking Disability Awareness Training as part of the application and Renewal requirements.</p> <p>All drivers are required to carry assistance dogs unless an exemption is held.</p>



			<p>All drivers are to provide reasonable assistance with luggage, wheelchairs etc this will ensure the full nature of assistance is clearly understood (as outlined in the Policy, an example of this is at Part 2 – Vehicles (2.3 – Accessibility)).</p>
Gender Reassignment	No impact	This protected characteristic is not affected by any of the changes recommended or the policy as a whole	Neither the policy nor requirements within it are determined by this protected characteristic. The policy and its operating requirements are in place to ensure public safety and that all licensees are fit and proper persons to hold the license issued.
Marriage and Civil Partnership	No impact	This protected characteristic is not affected by any of the changes recommended or the policy as a whole	Neither the policy or requirements within it are determined by this protected characteristic. The policy and its operating requirements are in place to ensure public safety and that all licensees are fit and proper persons to hold the license issued.
Pregnancy and Maternity	No impact	This protected characteristic is not affected by any of the changes recommended or the policy as a whole	. Neither the policy or requirements within it are determined by this protected characteristic. The policy and its operating requirements are in place to ensure public safety and that all licensees are fit and proper persons to hold the license issued.
Race	No impact	This protected characteristic is not affected by any of the changes recommended or the policy as a whole	This policy has general protection levels and terms of operating. The policy, whilst not being determined by this individual protected characteristic, has been put in place to ensure standards are met and consents are issued on an equitable basis.
Religion or Belief	No impact	This protected characteristic is not affected by any of the changes recommended or the policy as a whole	Neither the policy or requirements within it are determined by this protected characteristic. The policy and its operating requirements are in place to ensure public safety and that all licensees are fit and



			proper persons to hold the license issued.
Sex	No impact	This protected characteristic is not affected by any of the changes recommended or the policy as a whole	Neither the policy or requirements within it are determined by this protected characteristic. The policy and its operating requirements are in place to ensure public safety and that all licensees are fit and proper persons to hold the license issued.
Sexual Orientation	No impact	This protected characteristic is not affected by any of the changes recommended or the policy as a whole	Neither the policy or requirements within it are determined by this protected characteristic. The policy and its operating requirements are in place to ensure public safety and that all licensees are fit and proper persons to hold the license issued.
Other Factors requiring consideration			
Socio-Economic Impacts	Positive	Having a thriving taxi and private hire trade within the area enables mobility for all members of the community for work, social, domestic and pleasure purposes.	This policy has general protection levels and terms of operating. This policy, whilst not being determined by an individual's socio-economic status, has been put in place to ensure standards are met and consents are issued on an equitable basis.
Carers (those who provide unpaid care to a family member, friend or partner)	No impact	This characteristic is not affected by any of the changes recommended or the policy as a whole	Neither the policy nor requirements within it are determined by this protected characteristic. The policy and its operating requirements are in place to ensure public safety and that all licensees are fit and proper persons to hold the license issued.

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?	None identified	
Final Decision	Tick	Include any explanation/justification required
1. No barriers identified, therefore activity will proceed	x	<p>The Hackney Carriage and Private Hire Licensing Policy seeks to promote the objectives of public safety and provide the right environment for a business to thrive, whilst ensuring customer protection.</p> <p>None of the current changes proposed impact equality and diversity considerations.</p>
2. Stop the policy or practice because the data shows bias towards one or more groups		
3. Adapt or change the policy in a way that will eliminate the bias		
4. Barriers and impact identified , 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 proceed with caution 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

Name and job title of person completing this EIA	Heather Green Licensing Manager
Officer Responsible for implementing the policy/function etc	Heather Green
Date Completed	01 December 2025
Line Manager	Ayeisha Kirkham
Date Agreed (by line manager)	04 December 2025
Date of Review (if required)	

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.

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.