

<b>Policy to be assessed</b>	Various changes to the Hackney Carriage, Private Hire and Operator licence conditions, vehicle specification and testing manual as well as the statement of Policy for the licensing improvements presented to committee on 9 <sup>th</sup> February 2016.
<b>Assessment completed by:</b>	Mr Kevin Nealon, Community Protection Manager, Public Protection Service.

### **Aims/objectives of the Policy/Service/Procedure**

The aim of this policy is to:

1. Address a number of issues relating to the Councils Hackney Carriage Drivers, Private Hire Vehicle specification as well as the inspection and testing manual driver conditions and Statement of Policy.
2. Ensure that any aspects of the proposed changes do not have (or potentially have) a negative impact on the protected characteristics of any stakeholder as detailed in the Equality Act 2010.
3. To ensure that all decisions made under the delegation of the policy have been do so after considering the impact of those stakeholders defined as having a protected characteristic.
4. To ensure that members and officers take a firm, balanced, and considered approach to issuing of any licenses covered by the policy.
5. To ensure the safety of the traveling public

**Who are the customers and stakeholders of this service?**

1. The general public.
2. Those members of the public who may choose to travel in a licensed vehicle
3. People working in the taxi trade who require either a Hackney Carriage or Private Hire drivers licence of an Operator's Licence.
4. Council employees.
5. Elected members.

**Detail below what information you already have about the impact this policy/service/procedure has on the following groups including results from consultation, complaints, census:**

**Black and minority ethnic people**  
The Council has no formal data relating to the ethnicity of HC&PH drivers or operators or of the residents who use them or those who provide services to the Taxi trade.

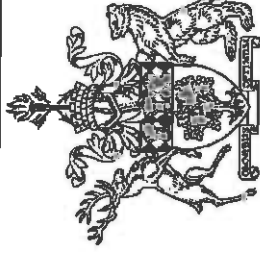
**Men/women and transgender**  
The Council has no formal data relating to the balance of male and female ratio of people who either hold a HC&PH vehicle or operators or the customers that use them. However anecdotal evidence suggests female drivers make up fewer than 5% of licence holders.

**Disabled people**  
Licensed private hire and hackney carriage drivers must hold a valid DVLA issued drivers licence. In order to obtain a private hire or hackney licence applicants must also be assessed for their medical fitness by a doctor.  
In cases where due to an individual's disability a DVLA issued drivers licence could not be obtained or if a hackney carriage or private hire driver's licence can't be issued on the grounds of medical fitness then the individual would not be eligible to obtain a licence.

	<p>The Council has no formal data relating to any disabilities of any Gedling Borough Council HC&amp; PH drivers or operators or the number of disabled customers who use Gedling Borough Council licensed vehicles. Having a disability would not preclude person from holding a HC&amp;PH or operator's licence and officers are aware of at least one licensed driver who also holds a blue badge.</p>				
<p><b>Gay/Lesbian/bisexual People</b></p>	<p>The Council holds no information in relation to this protected characteristic for any Gedling Borough Council licensed HC&amp;PH driver or operator or any customers or those who provide services the Taxi trade.</p>				
<p><b>People from different faiths</b></p>	<p>No information is held on this characteristic.</p>				
<p><b>People of different ages</b></p>	<p>Drivers must have held a full driving licence for at least 12 months and as such the youngest a Private Hire or Hackney driver could be is 18 years of age</p>				
<p><b>How will this policy/service/procedure impact on the following groups:</b></p>					
<p><b>Different racial groups</b></p>	<table border="1"> <thead> <tr> <th data-bbox="932 831 970 1617">Positive impact</th> <th data-bbox="932 185 970 831">Negative impact</th> </tr> </thead> <tbody> <tr> <td data-bbox="970 831 1114 1617">None</td> <td data-bbox="970 185 1114 831">None</td> </tr> </tbody> </table>	Positive impact	Negative impact	None	None
Positive impact	Negative impact				
None	None				
<p><b>Men/women and transgender</b></p>	<p>The requirement for the driver to display a second badge on the dashboard which must be visible from ever seat within the vehicle with offer reassurance to female passengers especially those travelling on their own.</p>				
<p><b>Disabled people</b></p>	<p>The lifting equipment used to providing wheelchair access to vehicles I snow recognised and a test</p>				

	certificate is required. This will offer reassurance to those who rely on a wheelchair and who use HC/PH vehicles.	
<b>Gay/Lesbian/bisexual people</b>	None	None
<b>People from different faiths</b>	None	None
<b>People of different ages</b>	Some younger drivers who are starting out in career as a HC/PH driver may find that cars with smaller engines are cheaper and this may allow them to enter the trade.	
<b>What changes could be made to the policy/service/procedure to address any negative impacts?</b>		
<b>What monitoring will be carried out to ensure this policy/service/procedure meets diverse needs</b>		
Officers will review this policy within one year.		
<b>What actions will be included in your service plan arising from this assessment?</b>		
<b>Action</b>	<b>Outcome</b>	<b>Date?</b>
		<b>Who?</b>

<p>Are you satisfied that all aspects of this policy/service/procedure have been thoroughly assessed for all the strands of diversity and that no further investigation is required?      Yes</p> <p>If no then a fuller impact assessment is required.</p>		



**EQUALITY IMPACT NEEDS ASSESSMENT**

Signed.....*J. Kelly*.....

*[Handwritten Signature]*

.....(Manager) Signed.....(Corporate Equality Representative)