

APPENDIX E

Equality Impact Assessment

The purpose of this assessment is to help consider the potential impact the policies will pose.

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| Directorate: | Senior officer responsible for service/policy: |
| Place | Carol Stos |
| Service: | Lead officer responsible for this EIA: |
| Fleet and Transport | Sadiya Patel |
| Specific service area/policy: | Date of EIA: |
| Taxi Licensing – Private Hire and Hackney Carriage Vehicle Specification | January 2020 |

What is your proposal?

The purpose of this assessment is to outline amendments in the current Private Hire and Hackney Carriage Vehicle Specification. The aim of this document is to highlight the potential impacts this policy may have.

Please outline briefly the aims/purpose of making this change:

The reason for this amendment to policy is In accordance with the licensing provisions of the Local Government (Miscellaneous Provisions) Act 1976 Bradford Council produced a Vehicle Specification in August 2013 that outlines the standards for assessing the suitability of vehicles to be licensed for Private Hire or Hackney Carriage use.

The proposal in this report is aimed at ensuring that the travelling public within the Bradford are provided with Hackney Carriage and Private Hire vehicles which conform to the required standard of safety and comfort whilst considering the impact that vehicles have on the local environment.

What positive and negative impact do you feel the policies will have:

- ❖ The policy will apply to all licence holders regardless of; age, disability, gender reassignment, marriage or civil partnership (in employment only), pregnancy and maternity, race, religion or belief, sex, sexual orientation. This covers all 9 protected characteristics as set out in the equality act 2010. This will increase confidence from the licence holders as well as the engaging public surrounding the authority as an all-inclusive nature will be promoted.
- ❖ This policy will apply to all vehicle proprietors whether they are a new applicant or an existing licence holder. The move is to help licence holders be able to purchase a wider range of factory built vehicles without the need to modify them. These amendments have been made on the requests from existing licence holders. The Service has taken this into consideration as well as public safety. The impact of this would be minimal as it would be perceived as a means to increase safety as well as demonstrating a fair approach for all.
- ❖ This policy will allow licence holders to keep the seat that would currently need to be removed. The impact on the public would be minimal as any passengers with mobility issues such as the use of wheelchairs would not use these vehicles. The Licensing Service will ensure these passengers would not be impacted as the Service will still maintain their fleet of 100% wheelchair accessible Hackney Carriage vehicles.

How will you collect data to represent the thoughts of licence holders, Trade members, Operators, Services users and the general public?

The questionnaire included the opportunity to collect quantitative data to hard data. The data will provide valuable insight as well as promoting democracy and inclusion during the process.

There will be the opportunity to complete the questionnaire as a survey – through snap survey – as an electronic means to participate. The survey will only be available to complete online, this fact will be continuously empathised directing people to the web link.

EIA additional information and explanation

Employee Impact

All staff members have been kept informed throughout the progress of this engagement. This was done to inform them throughout the process to minimise any distress when dealing with customers. Staff members are often the first point of contact for customers.

Licence Holder Impact

This allowed licence holders the opportunity to feel valued and promoted a participative culture. This allowed them to be part of the process on a policy that will ultimately affect them.

Public Impact

The public were included by allowing them the chance to complete the survey as well. This ensured the viewpoint of the travelling public was taken into account.

Characteristics Impact

No persons with protected characteristics were intentionally eliminated during the engagement process. All areas of the community were given the opportunity to participate with questionnaires and all licence holders will be given the opportunity to complete the questionnaires. A lesson learnt from this engagement would be to provide the survey in an alternative format for severely visually impaired participants. As we do not have any severely visually impaired drivers this was not needed. If a need for a member of public to have the questionnaire in an alternative format was requested the best efforts would have been made to accommodate this.

It was felt the Service had a neutral impact on the remaining characteristic groups.

Mitigation

We have been sure to remain continually transparent throughout the engagement process. We have actively engaged with trades via email communications promoting participation in the survey. It is imperative to have continual transparency throughout the entire process. An update will be provided at the next quarterly Trade, Hackney Rep and Operator meetings.

Conclusion

A conscious effort was made to engage with all members of the community. This was done by circulating the available questionnaire via Snap Survey. This was done to really gather a whole community engagement and opinion.