

Equality Impact Assessment

1. Introduction

Division:	Community Services
Name of activity:	Increase Fees and Charges – Hackney Carriage and Private Hire Licensing Service
Type of activity:	A change to an existing activity (including ceasing that activity) If other, please specify:
Completed by:	Kareen Plympton
Date completed:	15/08/23
Date approved by Head of Service	15/08/23

2. About the activity

Please note the term “activity” is used here to include any new services proposed for introduction, changes to an existing service, withdrawal of an existing service, any new policy or strategy or change to an existing policy or strategy, and any project.

What is the main purpose of the activity? <i>Please explain in a short paragraph</i>
To review and increase the fees and charges of the hackney carriage and private hire service to ensure that the deficit is recovered and that the service, which is self financing, so that it gets to a position where the income and costs of the service reach a cost neutral position
Why is it being introduced / reviewed / changed? <i>This could be, for example because of new government legalisation or guidance, changing services user needs, or financial reasons</i>
Review of hackney carriage and private hire fees to overcome deficit position and cover the cost of providing the Service, The matter is being considered by the Licensing Committee for an increase in fees of either 7.5 % or 10 % A mid-year review of fees and charges has been carried out and existing fees for driver licence fees, vehicle licence fees and operator licence fees may increase (subject to statutory advertisement/consultation and Licensing Committee decision) as a result and the service which is affected. However, this must be balanced alongside the overriding Taxi and Private Hire Licensing Policy objective of protecting public safety. Case law judgments indicate that Licensing Committee’s should not take financial considerations into account when reaching taxi licence decisions and that the over-riding objective must be public safety. This is of relevance here and means that whilst the Council may be mindful

of fee impacts on the taxi trade, this cannot take precedence in decision making. Fees and charges set that ensure the service operates at a cost neutral position at no cost to the taxpayer, as is the best practice approach and set down in statutory guidance

Who is the intended audience or target group?

Internal audience or group:	Staff within one specific team (please specify below)
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External audience or group:	Local businesses
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If other, please specify below and provide details how the audience or target group will benefit?

Taxi Licensing Team, Hackney Carriage and Private Hire Trade

Have you already consulted on / researched the activity?

Please provide a brief explanation of the work that has been undertaken and any key findings / data. Are there any gaps that need further investigation?

The proposals are being considered by the Licensing Committee on 12/09/23, and if agreed, the matter will be advertised in accordance with legislative requirements and any representations arising from that will be duly considered and remitted back to the Licensing Committee if needed. If no representations are received, the new fees and charges will be adopted (rounded to the nearest 10p)

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3. Assessing potential impact

When undertaking your assessment, it is important to think about every stage of the process regarding the activity. This includes the design phase, consultation, delivery phase and post completion of the activity. Information about the protected characteristic groups as defined by the

Equality Act is available [here](#). You should also use this assessment to consider impacts on other vulnerable groups such as those on low incomes.

Impact on people with a protected characteristic Is there a potential positive or negative impact based on the following?	
Age (older / younger people, children)	Neutral
Disability (people with physical / sensory impairment or mental disability)	Neutral
Gender reassignment (the process of transitioning from one gender to another.)	Neutral
Marriage & civil partnership (Marriage is defined as a 'union between a man and a woman'. Civil partnerships are legally recognised for same-sex couples)	Neutral
Pregnancy & maternity (Pregnancy is the condition of being pregnant & maternity refers to the period after the birth)	Neutral
Race (ethnicity, colour, nationality or national origins & including gypsies, travellers, refugees & asylum seekers)	Neutral
Religion & belief (religious faith or other group with a recognised belief system)	Neutral
Sex (male / female)	Neutral
Sexual orientation (heterosexual, gay, lesbian, or bisexual,)	Neutral
Whilst Socio economic disadvantage that people may face is not a protected characteristic; the potential impact on this group should be also considered	Neutral

What evidence has been used to assess the likely impacts? <i>(e.g. demographic profiles, research reports, academic research, benchmarking reports, consultation activities, staff surveys, customer surveys, public surveys, complaints, grievances, disciplinary cases, employment tribunal cases, ombudsman cases, media reports)</i>

Impact on the hackney carriage and private hire trade due to increased cost arising from the increased fees and charges. However, these costs are tax deductible

What resource implications are there to deliver actions from this EIA?

(Quantify: people, time, budget, etc.)

Staffing costs

4. Outcome following initial assessment

Does the activity have a positive impact on any of the protected groups, or contribute to promoting equality, equal opportunities and improving relations within target groups?

Choose an item.

If yes, record the evidence below. If no STOP and re-examine the activity.

Fees and charges set that ensure the service operates at a cost neutral position at no cost to the taxpayer, as is the best practice approach and set down in statutory guidance

Does the activity have a negative impact on any of the protected groups, i.e. disadvantage them in any way?

Choose an item.

If yes, identify the necessary changes and record appropriate actions below. If no, record the evidence and assessment is complete.

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5. Decision following the initial assessment

Continue with existing activity or introduce new / planned activity

No

Amend activity based on identified actions

Yes

Has the EIA identified any positive or negative impact on any of the protected groups which requires action?
e.g., adjustments to the approach or documents, changes to terminology, broadening parameters of policy, etc. If so, record any actions to be undertaken and monitored

Impact identified	Action required	Lead Officer	Deadline

6. Monitoring & Review

How do you propose to monitor and review the impact of your proposal?
Please outline how you will monitor the impact of your proposal, once implemented, on protected characteristic groups, and what the mechanisms for review are.

Feedback from the Hackney Carriage and Private Hire Licensing Trade, feedback via the statutory advertising process and resultant decision if remitted back to the Licensing Committee

Date of last review or Impact Assessment:	15/08/23
Date of next 12-month review:	15/08/24
Date of next 3-year Impact Assessment (from the date of this EIA):	15/08/26
Date Sent to HR and Organisational Development Team:	NA