

# Equality Impact Assessment / Equality Analysis

(updated May 2021)

<b>Title of service or policy</b>	Proposed Increase of Hackney Carriage Fare by 11.7% across the area of the Local Authority.
<b>Name of directorate and service</b>	Place>Building Control & Public Protection>Licensing
<b>Name and role of officers completing the EIA</b>	John Dowding – Licensing Lead Officer
<b>Date of assessment</b>	June 2022

Equality Impact Assessment (or ‘Equality Analysis’) is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on different groups within the community. The main aim is to identify any discriminatory or negative consequences for a particular group or sector of the community, and also to identify areas where equality can be better promoted. Equality impact Assessments (EIAs) can be carried out in relation to services provided to customers and residents as well as employment policies/strategies that relate to staffing matters.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis. **Not all sections will be relevant – so leave blank any that are not applicable.** It is intended that this is used as a working document throughout the process, and a final version will be published on the Council’s website.

1.	<b>Identify the aims of the policy or service and how it is implemented.</b>	
	<b>Key questions</b>	<b>Answers / Notes</b>
1.1	Briefly describe purpose of the service/policy e.g. <ul style="list-style-type: none"> <li>● How the service/policy is delivered and by whom</li> <li>● If responsibility for its implementation is shared with other departments or organisations</li> <li>● Intended outcomes</li> </ul>	<p>The Council licenses Hackney Carriage vehicles (HCV) for immediate public hire at taxi ranks in the local authority area. The purpose of the HCV’s is to provide immediate affordable transport to anyone requiring a journey within the district.</p> <p>The Council regulates the maximum fare allowed to be levied by the HCV drivers for journeys within the district to ensure a balance between providing a reasonable income for the HCV owner/driver and ensuring that fares are affordable for the residents of B&amp;NES and visitors to the area.</p> <p>The Council regularly reviews the allowed maximum table of fares using a formula which takes data from the Office of National Statistics and uses half the rise in the cost-of-living indices and half the rise in the cost of motoring indices to calculate a percentage increase. The calculated fare increase for 21/22 is 11.7%.</p> <p>A consultation to ensure that all persons who may be affected by a 11.7% fare increase have increased awareness of the proposal and the</p>

		<p>opportunity to have an input into the process.</p> <p>The proposed fare increase does not apply to Private Hire vehicles licensed by this Authority.</p>
<b>1.2</b>	<p>Provide brief details of the scope of the policy or service being reviewed, for example:</p> <ul style="list-style-type: none"> <li>● Is it a new service/policy or review of an existing one?</li> <li>● Is it a national requirement?.</li> <li>● How much room for review is there?</li> </ul>	<p>The fares for HCV's have historically been regularly reviewed by the Council and implemented following the legal process of advertising any proposed increase by publishing a public notice of the intention to increase the fare and inviting and objections.</p> <p>The legal process for increasing the maximum table of fares is provided under the provision of the Local Government (Miscellaneous Provisions) Act 1976</p> <p>However, it is a local decision to ensure that licensees standard of living keeps pace with inflation and other market forces.</p> <p>Ultimately the discretion to increase the maximum table of fares rests with the Local Authority.</p>
<b>1.3</b>	<p>Do the aims of this policy link to or conflict with any other policies of the Council?</p>	<p>There is no perceived conflict with any other policies of the Council and this consultation process supports the Councils' Equalities Policy.</p>
<p><b>2. Consideration of available data, research, and information</b></p>		

Monitoring data and other information should be used to help you analyse whether you are delivering a fair and equal service. Please consider the availability of the following as potential sources:

- **Demographic** data and other statistics, including census findings
- Recent **research** findings (local and national)
- Results from **consultation or engagement** you have undertaken
- Service user **monitoring data** (including ethnicity, sex, disability, religion/belief, sexual orientation and age)
- Information from **relevant groups** or agencies, for example trade unions and voluntary/community organisations
- Analysis of records of enquiries about your service, or **complaints** or **compliments** about them
- Recommendations of **external inspections** or audit reports

	<b>Key questions</b>	<b>Data, research and information that you can refer to</b>
<b>2.1</b>	What equalities training have staff received to enable them to understand the needs of our diverse community?	No specific training by the author of this document, however the Council's Equality Officer was consulted prior to the commencement of this project along with other relevant Council Teams.
<b>2.2</b>	What is the equalities profile of service users?	Information about the equalities profile of people in Bath and North East Somerset can be found at <a href="http://www.bathnes.gov.uk/services/your-council-and-democracy/local-research-and-statistics/census-and-population">http://www.bathnes.gov.uk/services/your-council-and-democracy/local-research-and-statistics/census-and-population</a>  Statistics gathered by the DfT on Taxi and Private Hire use can be found here <a href="#">National Taxi Statistics 2020</a>
<b>2.4</b>	Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?	No available data.
<b>2.5</b>	What engagement or consultation has been undertaken as part of this EIA and with whom?	None at this time.

	What were the results?	
<b>2.6</b>	If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equalities considerations within this?	<p>A full Council wide consultation will be carried out using web resources and hard copies available from Council offices.</p> <p>Contact details of Groups with protected characteristics who may be disadvantaged by this proposal will be obtained from other Council Teams and will be contacted to raise awareness of the consultation and the proposal itself.</p> <p>The Consultation is available in different formats should they be required on request</p>
<b>3. Assessment of impact: 'Equality analysis'</b>		
	<p>Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy:</p> <ul style="list-style-type: none"> <li>• Meets any particular needs of equalities groups or could help promote equality in some way.</li> <li>• Could have a negative or adverse impact for any of the equalities groups</li> </ul>	
		<p><b>Examples of what the service has done to promote equality</b></p>
		<p><b>Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this</b></p>
<b>3.1</b>	<b>Issues relating to all groups and protected characteristics</b>	<p>All licenses and permits are issued in accordance with the existing primary legislation and equalities issues are inbuilt to licensing processes so as not put barriers in place to exclude any one from obtaining a licence unless there is a statutory reason for doing so. The</p>
		<p>It is important to ensure the correct balance when setting the appropriate fare that enables the licensee to maintain a good standard of living whilst balancing that with ensuring affordable and accessible taxis to the public, especially disadvantaged users who may be more dependent on affordable door to door</p>

		provisions of the Equalities Act 2010 are applied across all licensing functions equally	transport than other members of society.
<b>3.2</b>	<b>Sex</b> – identify the impact/potential impact of the policy on women and men.	<p>This proposal affects all sexes equally.</p> <p>There is a potential the vulnerable people of both genders may be disadvantaged by higher taxi fares, however this is data that it is hoped the consultation will provide by engaging with potential passengers who may feel affected by the proposal to allow higher fares.</p>	It is believed the proposal if implemented, will not have a significant impact on this group as a whole (it is recognised that at an individual level the greater the use of taxis the greater the financial impact will be as a result of increased fares).
<b>3.3</b>	<b>Pregnancy and maternity</b>	N/A	It is believed the proposal if implemented, will not have a significant impact on this group as a whole (it is recognised that at an individual level the greater the use of taxis the greater the financial impact will be as a result of increased fares).
<b>3.4</b>	<b>Gender reassignment</b> – identify the impact/potential impact of the policy on transgender people	N/A	It is believed the proposal if implemented will not have a significant impact on this group as a whole (it is recognised that at an individual level the greater the use of taxis the greater the financial impact will be as a result of increased fares).
<b>3.5</b>	<b>Disability</b> – identify the impact/potential impact of the policy on disabled people (ensure consideration both physical, sensory and mental impairments and mental health)	The service has a policy in place which requires all new Hackney Carriage licenses issued by the Authority to be fully accessible and to provide aids for a range of disabilities including physical, aural and visual. This	There is a potential for people who cannot drive due to disabilities to be significantly more dependent on the use of taxis, however there is not data available to quantify this need. This is supported by available data <a href="#">National Taxi Statistics 2020</a> .
<b>3.6</b>	<b>Age</b> – identify the	N/A	Taxi use by older age groups could be

	impact/potential impact of the policy on different age groups		<p>proportionally higher than other age demographics however whether that use is confined to the use of immediate hire Hackney Carriage's (which are affected by this proposal), or advance booking private hire use is not supported by any available data sets</p> <p>Taxis play a huge role in the night time economy where the demographic of taxi use changes to a significant number of younger people using taxis to travel. Both of these age demographics may experience a negative impact as a result of higher Taxi fares, and it is possible that a further knock on effect will be that Private Hire fares could also rise as a result of an increase in Hackney Carriage fares to keep pace and ensure that the private hire sector is attractive to licensees.</p>
		<b>Examples of what the service has done to promote equality</b>	<b>Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this</b>
<b>3.7</b>	<b>Race</b> – identify the impact/potential impact on across different ethnic groups	N/A	It is believed the proposal if implemented, will not have a significant impact on this group as a whole (it is recognised that at an individual level the greater the use of taxis the greater the financial impact will be as a result of increased fares).
<b>3.8</b>	<b>Sexual orientation</b> – identify the impact/potential impact of the policy on lesbian, gay, bisexual,	N/A	It is believed the proposal if implemented, will not have a significant impact on this group as a whole (it is recognised that at an individual level the greater the use of taxis the greater

	heterosexual people		the financial impact will be as a result of increased fares).
<b>3.9</b>	<b>Marriage and civil partnership</b> – does the policy/strategy treat married and civil partnered people equally?	N/A	It is believed the proposal if implemented, will not have a significant impact on this group as a whole (it is recognised that at an individual level the greater the use of taxis the greater the financial impact will be as a result of increased fares).
<b>3.10</b>	<b>Religion/belief</b> – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.	N/A	It is believed the proposal if implemented, will not have a significant impact on this group as a whole (it is recognised that at an individual level the greater the use of taxis the greater the financial impact will be as a result of increased fares).
<b>3.11</b>	<b>Socio-economically disadvantaged*</b> – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances <b>(this is not a legal requirement, but is a local priority).</b>	Public Consultations are initiated by the service in all areas that may impact on groups that may be disadvantaged socially or economically to raise awareness of issues that may impact them and to provide an opportunity for them to provide valuable feedback into the process.	Households on lower income with no personal vehicular access are more likely to use taxis as essential transport for family needs, such as weekly shopping needs or doctor, dentist, and hospital appointments essential for health care. Any increase in fares can potentially impact these households more adversely due to the reliance on taxis as an essential means of transport.  There are no data sets to distinguish what level of service is provided by taxis or private hire services in these scenarios, however it should be noted that any increase in taxi fares is liable to be followed by an increase in the fares charged by the Operators of private hire vehicles in the area



3.12	<p><b>Rural communities*</b> identify the impact / potential impact on people living in rural communities</p>	N/A	<p>Households living in rural areas with limited access to public transport networks may be reliant on a local taxi service for essential trips such as shopping needs or doctor, dentist and hospital appointments essential for health care. Any increase in fares can potentially impact these households more adversely due to the reliance on taxis as an essential means of transport.</p> <p>There are no data sets to distinguish what level of service is provided by taxis or private hire services in these scenarios, however it should be noted that any increase in taxi fares is liable to be followed by an increase in the fares charged by the Operators of private hire vehicles in the area.</p>
3.13	<p><b>Armed Forces Community **</b> serving members; reservists; veterans and their families, including the bereaved. Public services will soon be required by law to pay due regard to the Armed Forces Community when developing policy, procedures and making decisions, particularly in the areas of public housing, education and healthcare (to remove disadvantage and consider special provision).</p>	N/A	<p>It is believed the proposal if implemented, will not have a significant impact on this group as a whole (it is recognised that at an individual level the greater the use of taxis the greater the financial impact will be as a result of increased fares).</p>

\*There is no requirement within the public sector duty of the Equality Act to consider groups who may be disadvantaged due to socio economic status, or because of living in a rural area. However, these are significant issues within B&NES and have therefore been included here.

\*\* The Equality Act does not cover armed forces community. However, when the Armed Forces Bill becomes law there will be a requirement to pay 'due regard' to make sure the Armed Forces Community are not disadvantaged when accessing public services.

#### 4. Bath and North East Somerset Council & NHS B&NES Equality Impact Assessment Improvement Plan

Please list actions that you plan to take as a result of this assessment/analysis. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when
Any issues that arise as a result of this consultation will be considered by the relevant elected Member	All responses will be collated and presented in a public report to the elected Member responsible for his area. Once the report has been agreed and a decision taken a public notice will be placed in the local newspaper and any member of the public may register a formal objection to the proposal which must be formally considered by the elected Member	Progression will be in line with statutory timescales once the consultation is closed and a formal process under the Local Government (Miscellaneous Provisions) Act 1976	John Dowding	Q2 2022
National Data indicates that only 2% of females are taxi drivers, it has been suggested that this could be an opportunity for the	B&NES has an application process that does not distinguish between genders and is open to all and therefore	None Required		

Council to encourage Taxi driving as a career for females	there are no perceived barriers for females to choose this profession. It should also be noted that taxi drivers are not employed by B&NES we simply provide a path to obtain a legally required licence to drive a taxi. Obtaining a licence is not a guarantee of employment with a third party taxi Operator.			

## 5. Sign off and publishing

Once you have completed this form, it needs to be 'approved' by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equalities Team ([equality@bathnes.gov.uk](mailto:equality@bathnes.gov.uk)), who will publish it on the Council's and/or NHS B&NES' website. Keep a copy for your own records.

**Signed off by:** Philip Mansfield  
(senior officer)

(Divisional Director or nominated)

**Date:** 01/06/2022