


EQUALITY IMPACT ASSESSMENT – AMENDMENTS TO HACKNEY CARRIAGE AND PRIVATE HIRE LICENSING POLICY 2022

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<p>Author(s):</p> <p>This is the person completing the EIA template.</p>	<p>Nicola Horne Environmental Health Manager Public Protection Service Office of the Director of Public Health</p>	<p>Department and service:</p>	<p>Intelligence and Licensing Public Protection Service Office of the Director of Public Health</p>	<p>Date of assessment:</p>	<p>5th October 2023</p>
<p>Lead Officer:</p> <p>Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.</p>	<p>Ruth Harrell Director of Public Health</p>	<p>Signature:</p>		<p>Approval date:</p>	<p>5th October 2023</p>
<p>Overview:</p>	<p>The consideration of the review of the Hackney Carriage and Private Hire Licensing Policy 2022, and proposed amendments and document updates, taking into consideration the economic and operational changes that have arisen since implementation in May 2022.</p> <p>The Council also currently operates a 100% wheelchair accessible Taxi fleet; however, a number of drivers have medical exemption certificates.</p>				
<p>Decision required:</p>	<p>To release for consultation with the taxi trade, the proposed amendments to the Hackney Carriage and Private Hire Licensing Policy 2022 and linked policy and conditions.</p>				

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	Yes		No	√
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	√
Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section three)	Yes	√	No	
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	N/A			

SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g., data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department
Age	Plymouth <ul style="list-style-type: none"> 16.4 per cent of people in Plymouth are children aged under 15. 65.1 per cent are adults aged 15 to 64. 18.5 percent are adults aged 65 and over. 2.4 percent of the resident population are 85 and over. Southwest	Passengers accessing taxi services are not age-specific and would include all age groups from 18 years of age onwards. <u>Under 18s</u> Children and young people access taxi services in particular on an arranged contractual basis to attend educational	All taxi drivers and operators are fully vetted under the taxi application process prior to being granted a licence. Any discriminatory complaints received are fully investigated.	Taxi Licensing Officers and Police Officers

	<ul style="list-style-type: none"> • 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64. • 22.3 per cent are aged 65 and over. <p>England</p> <ul style="list-style-type: none"> • 17.4 per cent of people are aged 0 to 14. • 64.2 per cent of people are aged 15 to 64. • 18.4 per cent of people are aged 65 and over. <p>(2021 Census)</p>	<p>establishments. Normally these client groups would be accompanied by nominated carers or parents.</p>		
<p>Care experienced individuals.</p> <p>(Note that as per the Independent Review of Children’s Social Care recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic).</p>	<p>It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation.</p> <p>The Care Review reported that 41 per cent of 19–21-year-old care leavers are not in education, employment or training (NEET) compared to 12 per cent of all other young people in the same age group.</p> <p>In Plymouth there are currently 50 per cent of care leavers aged 18-21 Not in Education Training or Employment (54 per cent of all those care leavers aged 18-24 who are open to the service).</p> <p>There are currently 195 care leavers aged 18 to 20 (statutory service) and 58 aged 21 to 24 (extended offer). There are more care</p>	<p>There are no differential issues for this protected characteristic.</p> <p>It is not anticipated that the amendments to the Policy will have a direct adverse impact on this protected characteristic.</p> <p>The prevention of crime and disorder aspects would include hate crime.</p>	<p>Any discriminatory complaints received are fully investigated.</p>	<p>Taxi Licensing Officers and Police Officers</p>

	leavers aged 21 to 24 who could return for support from services if they wished to.			
Disability	<p>9.4 per cent of residents in Plymouth have their activities limited 'a lot' because of a physical or mental health problem.</p> <p>12.2 per cent of residents in Plymouth have their activities limited 'a little' because of a physical or mental health problem (2021 Census)</p>	<p>The hackney carriage fleet is 100% wheelchair accessible, however some vehicles may not be available to wheelchair users, as a result of drivers holding medical exemption certificates and there may be an impact on the client group.</p> <p>Hackney carriage vehicles must also carry assistance dogs.</p> <p>Officer regularly monitors wheelchair access and investigate all complaints where discrimination may arise.</p>	<p>These proposals are not intended to impact on this client group and are intended to ensure additional vehicles can be used for wheelchair access.</p> <p>Any discriminatory complaints received are fully investigated.</p>	<p>Ongoing</p> <p>Taxi Licensing Officers and Police Officers</p>
Gender reassignment	<p>0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as non-binary and, 0.1 per cent identify as a trans woman (2021 Census).</p>	<p>There are no differential issues for this protected characteristic.</p> <p>It is not anticipated that the amendments to the Policy will have a direct adverse impact on this protected characteristic.</p> <p>The prevention of crime and disorder aspects would include hate crime.</p>	<p>Any discriminatory complaints received are fully investigated.</p>	<p>Taxi Licensing Officers and Police Officers</p>
Marriage and civil partnership	<p>40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are</p>	<p>There are no differential issues for this protected characteristic.</p>	<p>Any discriminatory complaints received are fully investigated.</p>	<p>Taxi Licensing Officers and Police Officers</p>

	<p>widowed, with 2.5 per cent are separated but still married.</p> <p>0.49 per cent of residents are, or were, married or in a civil partnership of the same sex. 0.06 per cent of residents are in a civil partnership with the opposite sex (2021 Census).</p>	<p>It is not anticipated that the amendments to the Policy will have a direct adverse impact on this protected characteristic.</p> <p>The prevention of crime and disorder aspects would include hate crime.</p>		
Pregnancy and maternity	<p>The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total fertility rate (TFR) for Plymouth in 2021 was 1.5.</p>	<p>There are no differential issues for this protected characteristic.</p> <p>It is not anticipated that the amendments to the Policy will have a direct adverse impact on this protected characteristic.</p>	<p>Any discriminatory complaints received are fully investigated.</p>	<p>Taxi Licensing Officers and Police Officers</p>
Race	<p>In 2021, 94.9 per cent of Plymouth's population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black (2021 Census)</p> <p>People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census)</p> <p>92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).</p>	<p>Currently driver demographic covers many nationalities.</p> <p>It is not anticipated that the amendments to the Policy will have a direct adverse impact on this protected characteristic.</p> <p>The prevention of crime and disorder aspects would include hate crime.</p>	<p>Any discriminatory complaints received are fully investigated.</p>	<p>Taxi Licensing Officers and Police Officers</p>
Religion or belief	<p>48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of</p>	<p>Currently driver demographic covers many</p>	<p>Any discriminatory complaints received are fully investigated.</p>	<p>Taxi Licensing Officers and Police Officers</p>

	<p>the population identified as Christian (2021 Census).</p> <p>Those who identified as Muslim account for 1.3 per cent of Plymouth's population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).</p>	<p>nationalities and many religious beliefs and religions.</p> <p>It is not anticipated that the amendments to the Policy will have a direct adverse impact on this protected characteristic.</p> <p>The prevention of crime and disorder aspects would include hate crime.</p>		
Sex	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p>	<p>There are no differential issues for this protected characteristic.</p> <p>It is not anticipated that the amendments to the Policy will have a direct adverse impact on this protected characteristic.</p> <p>The prevention of crime and disorder aspects would include hate crime.</p>	<p>Any discriminatory complaints received are fully investigated.</p>	<p>Taxi Licensing Officers and Police Officers</p>
Sexual orientation	<p>88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of residents describe their sexual orientation using a different term (2021 Census).</p>	<p>There are no differential issues for this protected characteristic.</p> <p>It is not anticipated that the amendments to the Policy will have a direct adverse impact on this protected characteristic.</p> <p>The prevention of crime and disorder aspects would include hate crime.</p>	<p>Any discriminatory complaints received are fully investigated.</p>	<p>Taxi Licensing Officers and Police Officers</p>

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	<p>There are no differential issues for this protected characteristic.</p> <p>It is not anticipated that the amendments to the Policy will have a direct adverse impact on this protected characteristic.</p>	Any discriminatory complaints received are fully investigated.	Taxi Licensing Officers and Police Officers

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Celebrate diversity and ensure that Plymouth is a welcoming city.	There are no differential issues for this protected characteristic.	Any discriminatory complaints, negative impacts to strategies and policies received are fully investigated.	Taxi Licensing Officers and Police Officers.
Pay equality for women, and staff with disabilities in our workforce.	It is not anticipated that the amendments to the Policy will have a direct adverse impact on any of the five listed equality objectives.		
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024			
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.			
Plymouth is a city where people from different backgrounds get along well.			