

Equality Impact Assessment (EIA)

The separate EIA guidance notes outline what should be included for each section. Please read them before you begin. If you have any queries, contact your Corporate Equality Group rep, or the Engagement Team on 643 2828.

1. Author, service area, date

Alan Burnett, Public Protection, July 2019

2. Who else has been involved in writing this EIA?

Joanne Lee, Public Protection

3. What proposal is this EIA assessing?

Review and consultation of Hackney Carriage and Private Hire Licensing Policy

4. What is the purpose of your proposal and what is it expected to achieve?

The policy sets out how applications will be considered for a licence under various legislation and guidance. The policy originally came into force in 2007 and has subsequently been reviewed. This review is to ensure that it remains fit for purpose and introduces new elements such as consultation on age policy, increased time free from conviction prior to being licensed and mandatory sign up to DBS.

5. Is there any relevance to the aims of the public sector equality duty? *Write your answers in the table*

Aim	Yes, No, or N/A	Details if 'yes'
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Eliminate unlawful discrimination, victimisation and harassment	N/A	Applies to all of hackney carriage and private hire trade as a whole. Implications of Policy will effect whole of community. Consultation forms to be online. This will allow persons to complete the forms without having to access a customer service centre. The process can be completed in an area of the persons choosing. This will also allow persons to apply using a word document rather than completing a pre-printed form by hand.
Advance equality of opportunity between people who share a protected characteristic and those who do not	Yes	It is important that all residents in North Tyneside have access to the service. Applies to all of hackney carriage and private hire trade as a whole. Positively advances equality by recognising need for wheelchair accessible vehicles and advertising these vehicles on website. Reference in Policy to requirement to allow assistance dogs in licensed vehicle. Application requirements prevent applications from persons who do not meet group 2 medical standards. This will include persons with sight issues. Code of conduct in Policy requires assistance to be given to all passengers.
Foster good relations between people who share a protected characteristic and those who do not	N/A	Applies to hackney carriage and private hire trade as a whole.

6. Analysis by characteristic *Write your answers in the table*

Protected characteristic	Potential positive or negative impact?	Explanation and evidence
Age	+ Effect:	Many areas of Policy highlight offences against children and need for awareness of offences against children. No upper age limit to be licensed. Online consultation forms will allow persons to e-mail the completed forms to the Service without having to access a customer service centre. Forms also at service centres or via post if no access to internet.
Disability	+/-Effect:	Neither positive or negative effect however must meet group 2 medical standard to be a licensed driver.
Gender	+/- Effect:	Neither positive or negative effect
Gender reassignment	+/-Effect:	Neither positive or negative effect

Marriage and civil partnership status	+/-Effect:	Neither positive or negative effect
Pregnancy and maternity	+ Effect:	Online consultation forms will allow persons to e-mail the completed forms to the Service without having to access a customer service centre.
Race	+ Effect:	Consultation documents available in other languages on request. In addition assistance given if applicant or user of service needs translation services.
Religion or belief	+/-Effect:	Neither positive or negative effect
Sexual orientation	+/-Effect:	Neither positive or negative effect

7. Have you carried out any engagement in relation to this proposal? If so, what?

Engagement has been carried out internally with Officers. A 8 week consultation process will be carried out to ensure that all persons concerned with taxi licensing in North Tyneside are aware of the updated policy and are able to share views/comments.

8. Is there any information you don't have that you need to find?

No.

9. What actions are already in place, or will be taken, to remove or reduce potential negative impacts? (add more lines to the table if you need to) *Write your answers in the table*

Action	Responsibility	Timescale
Copy of policy can be provided in different languages on request. Translation services available.	Alan Burnett	Ongoing.
Copy of application forms/guidance documents/service request forms can be provided in different languages on request. Translation services available.	Alan Burnett	Ongoing.

10. Are there any potential negative impacts that cannot be removed or reduced? If so, why is this?

If documents are requested in different languages officers will work with the applicant to ensure access if given to the pertinent information if not all of the document can be translated.

11. Based on your conclusions from this assessment, what are your next steps?

To ensure that all staff are aware of the interpretation and translation services available.

12. How will the impact of this proposal be monitored after it is introduced?

Through staff appraisals to ensure knowledge of interpretation and translation services available

13. When will this EIA be reviewed?

July 2022