

## Appendix 3

19th March 2019

# Equality Impact Relevance Check Form



The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required.

What is the proposal?	
Name of the proposal	Hackney Carriage and Private Hire Licensing Policy
Type of proposal (new or changed Strategy, policy, project, service or budget):	Amended and updated taxi and PH licensing policy
Brief description of the proposal:	changes made to reflect best practice and refresh the policy.
Name of lead officer:	Rachel Lloyd

You should consider whether the proposal has the potential to negatively impact on citizens or staff in the following ways:

- Access to or participation in a service,
- Levels of representation in our workforce, or
- Reducing quality of life (i.e. health, education, standard of living)

A negative impact is any change that could be considered detrimental. If a negative impact is imposed on any citizens or staff with protected characteristics, the Council has a legal duty to undertake a full Equality Impact Assessment.

Could your proposal negatively impact citizens with protected characteristics? (This includes service users and the wider community)	<b>YES</b>
Could your proposal negatively impact staff with protected characteristics? (i.e. reduction in posts, changes to working hours or locations, changes in pay)	<b>NO</b>

<b>Is a full Equality Impact Assessment required?</b>	<b>NO</b>
<b>If Yes,</b> Please provide a brief description of where there may be negative impacts, and for whom. Then complete a full Equality Impact assessment Form	
<b>If No,</b> Please set out your justification for why not.	
Those most likely to be affected will be Disabled users. In amending and updating the policy we are adopting the Standard for wheelchair accessible vehicles set by the Disabled Persons Transport Advisory Committee which recommends that at least 25% of vehicles are wheelchair accessible. How this will be implemented can be found in paras 3.38 to 3.40 of the policy. Full consultation will take place with the trade and disabled users regarding this and future changes to the policy.	
Service Director / Manager sign-off and date	Vicki Dawson 22/06/21
Equalities Officer sign-off and date	Dave Crisfield 22 <sup>nd</sup> June 2021