

Bristol City Council Equality Impact Assessment Form

(Please refer to the Equality Impact Assessment guidance when completing this form)



Name of proposal	Hackney carriage and private hire Accessibility Policy review
Directorate and Service Area	Neighbourhoods and Communities, Regulatory Services
Name of Lead Officer	Jonathan Martin, Licensing and Trading Standards Manager

Step 1: What is the proposal?

Please explain your proposal in Plain English, avoiding acronyms and jargon. This section should explain how the proposal will impact service users, staff and/or the wider community.

1.1 What is the proposal?

To create new Taxi Licensing policies for;

- Implementing Sections 165-167 of the Equality Act 2010.
- Creating a new policy for dealing with exemption requests from licence holders from carrying wheelchair passengers.
- Creating a new policy for dealing with exemption requests from licence holders from carrying assistance dogs.

Section 165-167 of the Equality Act 2010

The Equality Act 2010 legally protects people from discrimination in the workplace and the wider society. Section 167 of the Equality Act 2010 places duties on a Local Authority to publish and maintain a list of Private Hire and Hackney Carriage Vehicles considered fit for use by wheelchair users (List of Designated Vehicles). Section 165 of the Equality Act 2010 places duties on Taxi & Private Hire Drivers of 'Designated Vehicles' to carry passengers in a wheelchair and provide assistance to ensure safety and reasonable comfort. The Government released Guidance to Local Authorities on 21 February 2017 on setting up a process to deal with the duties imposed on them and the taxi trade under the Act. The Authority can choose not to acknowledge or implement Sections 165-167 of the Act.

Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

2.1 What data or evidence is there which tells us who is, or could be affected?

Based on the demographics of the City of Bristol the majority of citizens which are potential taxi customers:

- 77.9% are White British compared to 80.5% the national average
- 16.7% have a Limiting Long-term Illness or Disability which is lower than the national average of 17.9%
- 50% are women which is in line with the national average,
- 15.7% are aged between 16-24, 38% aged between 25-49, 14.5% aged between 50-64, 13.2% aged over 65.

Disability

The Office for Disability Issues has updated Department for Work and Pensions estimates which show there are 11.2 million disabled people in Great Britain, of whom 5.2 million are adults of working age, 5.2 million are over state pension age and 0.8 million are children (Disability prevalence estimates 2010/11).

DPTAC research in 2002 found that disabled people were more satisfied with taxis and minicabs services compared to other forms of transport which was partly attributed to the level of personal service provided by drivers of these vehicles (Attitudes of Disabled People to Public Transport; research study conducted for Disabled Persons Transport Advisory Committee). Taxis and minicabs are vital for many disabled and older people and for some the only accessible transport mode (Beuret, 1995).

Disabled persons are reported to travel approximately a third less often than those who are not disabled, but disabled people use taxis and private hire vehicles approximately 67% more than people who are not disabled. (Disabled Persons Transport Advisory Committee, *Attitudes of Disabled People to Public Transport – a research study conducted for the Disabled Persons Transport Advisory Committee* (November 2001).)

Licence holders

In Bristol there are currently 1865 licensed hackney carriage drivers and private hire drivers in total. We currently hold equalities information for nearly one third of hackney carriage drivers (29%) of which 19% are White British, 81% BME.

Although there is minimal information available on disability figures within the trade, there are currently two drivers with exemption from carrying out duties in respect of carrying wheelchair users and assistance dogs.

2.2 Who is missing? Are there any gaps in the data?

We do not currently have equalities data on the profile of the majority of licenced taxi/private hire drivers. Measures were implemented to try to remedy this. In 2017 a push was made to seek information from applicants and licensed drivers, by requesting equalities monitoring forms be completed, however the uptake on this was minimal. Following conversations with Data Protection and Equalities Officers, we will continue making a concerted effort to obtain as much information as possible.

2.3 How have we involved, or will we involve, communities and groups that could be affected?

The Hackney carriage and private hire trade will be consulted with via the taxi newsletter, which is sent out to the trade via email, and also the taxi forum meetings, which are held monthly.

The taxi forum welcomes attendance from groups outside of the licensed trade. In the past we have had attendance from organisations like SARI, and Bristol Disability Equality Forum.

Consultation on draft policies will be made via the Councils Consultation Finder, for an eight week period from 01.10.2018 to 26.11.2018. Equalities Groups will be specifically targeted for feedback. We have also received appropriate and relevant contacts from the Equalities and Cohesion Team.

Step 3: Who might the proposal impact?

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?

We have not identified any negative impact from proposed Taxi Licensing policy at this stage – however we are aware of potential issues for people with protected characteristics which will be taken into consideration as part of the development of our proposals:

Age	As disability – older people may have limited mobility or require the use of a wheelchair
Disability	Failure to implement policies would have a negative impact on disabled people who rely on this form of public transport.
Sex	No negative impact anticipated. Approximately 98% of licensed drivers are male.
Sexual Orientation	No negative impact anticipated.
Pregnancy/Maternity	No negative impact anticipated.
Gender reassignment	No negative impact anticipated.
Race	A significant proportion of licensed drivers are members of the BAME community. Introduction of these policies should not have an impact on the community. It is worth noting however that there are different perceptions of dogs within BAME communities. Regard will be given to this.
Religion or Belief	No negative impact anticipated.
Marriage and Civil Partnership	No negative impact anticipated.

3.2 Can these impacts be mitigated or justified? If so, how?

Implementing the Sections of the Act and having a clear policy will ensure that drivers have to accept wheelchair passengers or assistance dogs, unless they hold an exemption from carrying either.

3.3 Does the proposal create any benefits for people with protected characteristics?

The introduction of policies will benefit the community. The creation of a list of Designated Vehicles will make it easier for disabled people to use licensed vehicles. The ability to enforce the policies may result in a decrease in the number of people being refused fares from the trade.

3.4 Can they be maximised? If so, how?

Accessible communication will ensure that Taxi drivers and citizens are aware of the policy and contribute to the consultation process.

Step 4: So what?

The Equality Impact Assessment must be able to influence the proposal and decision. This section asks how your understanding of impacts on people with protected characteristics has influenced your proposal, and how the findings of your Equality Impact Assessment can be measured going forward.

4.1 How has the equality impact assessment informed or changed the proposal?

Consideration of the needs of disabled people and other equalities groups have been central to the development of this proposal

4.2 What actions have been identified going forward?

- A report was drafted and presented before the council's Public Safety and Protection Committee on 18 September 2018.
- The Committee voted to acknowledge the Council's responsibility in its duties under the Equality Act 2010, and as a result we are in a position to formally create policies around these responsibilities.
- The next stage is for a consultation to go ahead to seek views on the draft policies. Draft policies have been written and will form the basis of the consultation.
- Finding from the consultation will be considered when drafting final policy.

4.3 How will the impact of your proposal and actions be measured moving forward?

Any feedback will be reported back to the Committee.

Service Director Sign-Off:



Rizwan Tariq

Date: 03/10/2018

Equalities Officer Sign Off:



Duncan Fleming

Date: 27/09/2018