

# Equality Impact Assessment [version 2.9]



Title: Hackney Carriage Fare Review May 2023	
<input checked="" type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: Jonathan Martin
Service Area: Culture and Creative Industries	Lead Officer role: Licensing and Trading Standards Manager

## Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

### 1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

To review the fare tariff for Hackney Carriages within the council's administrative district. The fares within the council's administrative area may be set by the council and reviewed to alter them as set out in section 65 of the Local Government (Miscellaneous Provisions) Act 1976.

The last fare review took effect in August 2022 with increases ranging between 5.8% to 9.5% based upon a mile journey. Prior to this review it was set in October 2018.

Work was undertaken in subsequent years in consideration of a fare review, however, whilst it remains the council's responsibility to set fares, the process of review has historically commenced with the consideration of a submission presented by the hackney carriage trade. As such the trade representatives requested that the fares were **NOT** increased and have remained static since 2018, until the last review implemented in August 2022.

Due to the cost of living crisis, trade representatives submitted a request for a new revised table of fares, to take effect (subject to agreement and necessary legal processes) to take effect from March 2023, however, due to the proximity of the last increase (August 2022) the decision was taken that no change was necessary and to invite a revised submission in Spring 2023. This submission has now been received and proposes a number of changes to the existing tariff as detailed below:

Tariff Rate	1 Mile Journey			3 Mile Journey		
	Current Cost	Proposed cost & % change		Current cost	Proposed cost & % change	
<b>1- Day Rate</b>	£4.80	£5.10	6.25%	£9.20	£10.10	9.8%
<b>2- Night Rate</b>	£5.70	£5.90	3.5%	£10.70	£11.30	5.6%
<b>3- Weekend day rate</b>	£5.40	£5.70	5.5%	£9.80	£10.70	9.2%

<b>4- Weekend night rate</b>	£5.80	£6.00	3.4%	£11.00	£11.60	5.4%
<b>5- Public holidays</b>	£6.40	Freeze		£13.00	Freeze	
<b>6- Xmas &amp; New Year</b>	£7.40	£7.70	4%	£14.00	£14.90	6.4%

In addition to the fare increases, across the various tariffs, a further request has been made to increase the cost of carrying additional passengers from 30p/passenger to 50p/ passenger.

The Hackney Carriage trade is recognised as a key component of the wider public transport system within Bristol and provides transport to a wide range of the public and increased use of the taxi's has a positive contribution towards carbon neutrality and reducing the effects of poor air quality. A balanced fare structure helps provide economic equality and growth for drivers and the wider Bristol economy.

Taxis form an important part of the local public transport infrastructure. A taxi fare structure that provides a reasonable standard of living for drivers will help improve the relationship with the council. Faced with increased competition from app based booking providers, this is recognised as a difficult balance to maintain as any increase to the tariff may reduce their competitiveness within the marketplace. These increases are being justified on the basis of cost of living rises and associated costs the trade are so sensitive to such as increased vehicle prices, parts, fuel and general increase in costs that we are all experiencing.

## 1.2 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

## 1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

<input checked="" type="checkbox"/> <b>Yes</b>	<input type="checkbox"/> <b>No</b>	[please select]
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## Step 2: What information do we have?

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

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: <https://www.bristol.gov.uk/people-communities/measuring-equalities-success>.

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics](#)

and intelligence (sharepoint.com). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](#); [Joint Strategic Needs Assessment \(JSNA\)](#); [Ward Statistical Profiles](#).

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](#) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](#) and [Stress Risk Assessment Form](#)

<b>Data / Evidence Source</b> [Include a reference where known]	<b>Summary of what this tells us</b>
Based on the demographics of the City of Bristol the majority of citizens which are potential taxi customers:	<ul style="list-style-type: none"> <li>78% are White British compared to 80% the national average</li> <li>17% have a Limiting Long-term Illness or Disability which is slightly lower than the national average of 18%</li> </ul> <p>50% are women which is slightly lower than the national average of 51%</p>
Disability	<ul style="list-style-type: none"> <li>There are over 14.6 million Disabled people in the UK<sup>1</sup>. 9% of children are Disabled. 21% of working age adults are Disabled 42% of pension age adults are Disabled Taxis and minicabs are vital for many Disabled and older people and for some the only accessible transport mode (Beuret, 1995).</li> <li>In Bristol 17% of people identify themselves as having a disability that affects their day today activities. Of these 12% are of working age (16-64)<sup>2</sup>.</li> </ul>
Licence holders	<ul style="list-style-type: none"> <li>In Bristol there are currently 361 licensed hackney carriage vehicles, 757 private hire vehicles, 524 hackney carriage drivers and 882 private hire drivers.</li> <li>Anecdotally the majority of Bristol taxi drivers are male, and a large proportion of taxi drivers are from Black, Asian and minority ethnic backgrounds, and Muslim.</li> </ul>

## 2.2 Do you currently monitor relevant activity by the following protected characteristics?

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input type="checkbox"/> Gender Reassignment
<input type="checkbox"/> Marriage and Civil Partnership	<input checked="" type="checkbox"/> Pregnancy/Maternity	<input checked="" type="checkbox"/> Race
<input checked="" type="checkbox"/> Religion or Belief	<input checked="" type="checkbox"/> Sex	<input checked="" type="checkbox"/> Sexual Orientation

## 2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, then state this clearly with a justification.

<sup>1</sup> Source: [Family Resources Survey \(2020 to 2021\)](#)

<sup>2</sup> Source: [Bristol Open Data](#)

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

We have tried to carry out a diversity survey by circulating to the taxi trade. Currently we have received 38 responses. Therefore the statistics may not be representative of the taxi trade. However the responses show of the respondents:

**Age**

11% of respondents were under 24 years old  
38% of respondents were between 25-49 years old  
26% of respondents were between 50-64 years old

**Disability**

87% of respondents do not consider themselves to be a Disabled person  
11% of respondents consider themselves to be a Disabled person  
3% of respondents preferred not to say

**Sex**

97% of respondents are male  
3% of respondents are female

**Ethnic background**

15% respondents identified themselves as English/Welsh/Scottish/Northern Irish/Irish/British  
2% of respondents identified themselves as Gypsy or Roma  
9% of respondents identified themselves as East European  
2% of respondents identified themselves as any other White Background  
2% of respondents identified themselves as Indian  
19% of respondents identified themselves as Pakistani  
6% of respondents identified themselves as Bangladeshi  
8% of respondents identified themselves as any other Asian background  
8% of respondents identified themselves as White and Black African  
2% of respondents identified themselves as White and Asian  
2% of respondents identified themselves as Any other mixed background  
6% of respondents identified themselves as African  
11% of respondents identified themselves as Somali  
4% of respondents identified themselves as Arab

**Sexual orientation**

58% of respondents identified their sexuality as Heterosexual/straight  
3% of respondents identified their sexuality as bisexual  
8% of respondents identified their sexuality as Other

**Religious beliefs**

21% of respondents identified their religious belief as Christian  
68% of respondents identified their religious belief as Muslim

**Pregnancy and maternity**

97% responded they were not pregnant or had given birth in the last 26 weeks  
3% responded that they were pregnant or had given birth in the last 26 weeks

**Refugee**

95% responded that they did not consider themselves to be a refugee  
5% responded that they consider themselves to be a refugee

**English as first language**

39% responded that English was their first language

61% responded that English is not their first language

There is no data on gender reassignment.

## 2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities. See <https://www.bristol.gov.uk/people-communities/equalities-groups>.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing change or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

The proposal for review was brought forward by representatives of the taxi trade. Statutory consultation is also required for any fare revision, and the proposals must be advertised in a newspaper and at the council's offices giving a minimum of 14 days for comment. Any person can comment on this proposal. Comments are accepted in writing and by email. Alternative formats of the proposal would be available on request.

Any comments received must then be considered before the tariff can be implemented, or an alternative tariff proposed. The tariff must then be displayed in every Bristol City Council licensed Hackney Carriage.

The information will be available in different languages and in different formats, such as Easy Read, audio CD, braille, British Sign Language or large print or accessible PDF on request.

## 2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

The council has committed to an annual review of fares, and this will continue to be considered on a yearly basis maintaining communication with the Hackney Carriage trade. If another review is undertaken it will be subject to the same consultation process as above.

## Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc. [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#)

### 3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

**GENERAL COMMENTS** (highlight any potential issues that might impact all or many groups)

All: Most sectors of the community utilise taxis as part of the public transport scheme, and an increase in costs of the fare may impact how often they can use this transport, or make it unaffordable in some instances. Conversely if an increase is not undertaken then the cost of living for hackney carriage drivers may become unaffordable, forcing them to leave the trade and resulting in a decrease in availability of taxis for the public, and so it is considered that the benefits of a fare increase outweigh the potential risks.

The last fare review took effect in August 2022 with increases ranging between 5.8% to 9.5% based upon a mile journey. Prior to this review it was set in October 2018. Trade representatives requested that the fares were **NOT** increased and have remained static since 2018, until the last review implemented in August 2022.

#### PROTECTED CHARACTERISTICS

<b>Age: Young People</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Age: Older People</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Taxis and minicabs are vital for many older people and for some the only accessible transport mode (Beuret, 1995). Taxi fares may become unaffordable to older people.
Mitigations:	If an increase is not undertaken then the cost of living for hackney carriage drivers may become unaffordable, forcing them to leave the trade and resulting in a decrease in availability of taxis for the public, and so it is considered that the benefits of a fare increase outweigh the potential risks.
<b>Disability</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Taxis and minicabs are vital for many Disabled people and for some the only accessible transport mode (Beuret, 1995). Taxi fares may become unaffordable to Disabled people.
Mitigations:	If an increase is not undertaken then the cost of living for hackney carriage drivers may become unaffordable, forcing them to leave the trade and resulting in a decrease in availability of taxis for the public, and so it is considered that the benefits of a fare increase outweigh the potential risks.
<b>Sex</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	It is key for women in particular to have safe modes of transportation particularly after dark, to reduce and prevent risks of violence against them, and taxis are part of this transport offer. Women are affected by the cost of living crisis more than men <sup>3</sup> , as well as being worse off because of the gender pay gap, which in the South West is 16.6% with women paid 83p for every £1 earned by male counterparts. Taxi fares may become unaffordable to some women.
Mitigations:	If an increase is not undertaken then the cost of living for hackney carriage drivers may become unaffordable, forcing them to leave the trade and resulting in a decrease in availability of taxis for the public, and so it is considered that the benefits of a fare increase outweigh the potential risks. Other forms of public transport are also available such as buses and private hire vehicles, and steps are in place to ensure that they are safe for women, such as good lighting at bus stops, regular buses, and the ability to share journey information with others.
<b>Sexual orientation</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Pregnancy / Maternity</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

<sup>3</sup> [Cost Of Living Crisis Affecting Women More | workingmums.co.uk](https://www.workingmums.co.uk)

[The gendered impact of the cost-of-living crisis - Womens Budget Group \(wbg.org.uk\)](https://www.wbg.org.uk)

[Women are bearing the brunt of the cost of living crisis | World Economic Forum \(weforum.org\)](https://www.weforum.org)

[The cost of living - Women's Aid \(womensaid.org.uk\)](https://www.womensaid.org.uk)

Potential impacts:	
Mitigations:	
<b>Gender reassignment</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Race</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	The majority of taxi drivers are from Black, Asian and Minority Ethnic backgrounds. If a fare increase is not undertaken then there is a risk that the cost of living may become unaffordable for them, forcing them to leave the Hackney Carriage trade and reducing availability of taxis.
Mitigations:	If a fare increase is undertaken it will ensure that fares remain in line with the cost of living, and help prevent the loss of drivers on this basis.
<b>Religion or Belief</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Marriage &amp; civil partnership</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>OTHER RELEVANT CHARACTERISTICS</b>	
<b>Socio-Economic (deprivation)</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Taxi fares may become unaffordable to those on low incomes.
Mitigations:	If a fare increase is not undertaken then there is a risk that the cost of living may become unaffordable for taxi drivers, forcing them to leave the Hackney Carriage trade and reducing availability of taxis.
<b>Carers</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Other groups</b> [Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Looked after Children / Care Leavers; Homelessness]	
Potential impacts:	
Mitigations:	

### 3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

The majority of licensed drivers are from Black, Asian and Minority Ethnic groups, and so a fare increase will benefit them ensuring the fares are financially viable and allow them to remain within the trade. This in turn will benefit all groups by ensuring continued availability of Hackney Carriages to support the public transport scheme.

## Step 4: Impact

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

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

#### Summary of significant negative impacts and how they can be mitigated or justified:

The potential impact of increased costs to the customer can be justified by ensuring the financial viability of fares for Hackney Carriage drivers, ensuring that there is retention of the trade and therefore continued availability of Hackney Carriages within the public transport scheme.

#### Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

The majority of licensed drivers are from Black, Asian and Minority Ethnic groups, and so a fare increase will benefit them by ensuring the fares are financially viable and allow them to remain within the trade. This in turn will benefit all groups by ensuring continued availability of Hackney Carriages to support the public transport scheme.

### 4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
Refer proposal to executive director for sign off	Jonathan Martin	TBD
Consult on proposal in line with statutory requirements	Jonathan Martin	TBD
Analyse results of consultation	Jonathan Martin	TBD


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

How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

The proposal will be reviewed on a yearly basis considering the cost of living and consumer price index against the tariff. There will be ongoing communication with the trade in relation to review of the fares.

## Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director<sup>4</sup>.

<b>Equality and Inclusion Team Review:</b> <i>Reviewed by Equality and Inclusion Team</i>	<b>Director Sign-Off:</b>  Patsy Mellor, Director Management of Place
Date: 14/06/2023	Date: 19/06/2023

<sup>4</sup> Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.



