

## Appendix 2

### EQUALITY IMPACT ASSESSMENT

**This should be carried out during the development stage of a new project, strategy, policy or service or when you are reviewing an existing project, strategy, policy or service.**

**By understanding and meeting people's differing needs we can provide more effective services.**

#### **Name and brief description of project, strategy, policy or service being assessed**

To determine a policy with respect to the distribution of Hackney Carriage Proprietors Licences (HCPL), that is fair, equitable and transparent and does not directly or indirectly discriminate on any grounds against any section of the population.

The Council has responsibility for the licensing of hackney carriages, private hire vehicles, drivers and operators within the district of Braintree. Braintree District Council currently limits the numbers of hackney carriage proprietors licences (hereafter referred to as HCPL) under section 37 of the Town Police Clauses Act 1847 (as amended by section 16 of the Transport Act 1985). The authority currently issues 84 (HCPL) licences.

The number of licences issued is reviewed every three years following an independent survey regarding hackney carriage provision in the district. The last survey was undertaken in 2012 by an independent company and the results of the survey were reported to the Licensing Committee on 18 July 2012. The Committee determined that no extra hackney carriage plates be issued at that time.

A Hackney Carriage Proprietors licence will be returned to the Local Authority for re-issue for various reasons, for example on the death of the holder or if a holder fails to renew.

The method by which licences are currently allocated is in accordance with policy agreed by the former Regulatory Committee of 27<sup>th</sup> February 2003. The policy has not been reviewed since this date and since the introduction of the policy no plates have been allocated, however due to differing circumstances the Council has received a number of plates that now need to be allocated.

**Information used to analyse the impact on people affected by the project, strategy, policy or service**

State who will be affected, the relevant information you are using to assess how it will affect them, note any relevant consultation, surveys, etc.,

**Who will be affected by the policy?**

- \* Any person wishing to apply for a (HCPL) and who is currently barred from doing so due to the quantity restriction imposed by the authority.
- \* Any person wishing to apply for a (HCPL) and who will be barred from doing so as a result of the proposed criteria for selection.

**Information used to assess how the policy will affect stakeholders:**

- \* Results of three months consultation

**Other information used:**

- \* Equality Act 2010
- \* Regulatory Committee 27<sup>th</sup> February 2003 - Minutes 80

Use the information above to assess the impact of your project, policy, strategy or service on people from the following protected groups: (these are defined by the Equality Act 2010)

Protected Group		Positive Impact/ Benefit	Negative Impact/ Disadvantage	Explanation – State how
<b>Age</b>	Children 0-16	√		No negative impact identified
	Young People 17-25	√		No negative impact identified
	Ages 26-59	√		No negative impact identified
	Older People 60+	√		No negative impact identified
<b>Disability Include disabled people and/or carers</b>	Blind/Partially Sighted	√		No negative impact identified
	Deaf/Hearing Impaired	√		No negative impact identified
	Wheelchair user/mobility difficulties	√		No negative impact identified
	Learning Difficulties	√		No negative impact identified
	Mental Health Difficulties	√		No negative impact identified
<b>Gender</b>	Men	√		No negative impact identified
	Women	√		No negative impact identified
	Transgender	√		No negative impact identified
	Pregnancy & Maternity impact	√		No negative impact identified
	Marriage & Civil Partnership	√		No negative impact identified
<b>Race</b>	White	√		No negative impact identified
	Asian	√		No negative impact identified
	Black	√		No negative impact identified
	Mixed Dual Heritage	√		No negative impact identified

<b>Religion/Belief</b>	Buddhist	√		No negative impact identified
	Christian	√		No negative impact identified
	Hindu	√		No negative impact identified
	Jewish	√		No negative impact identified
	Muslim	√		No negative impact identified
	Sikh	√		No negative impact identified
	Other – please specify	√		No negative impact identified
<b>Sexual Orientation</b>	Lesbian	√		No negative impact identified
	Gay men	√		
	Heterosexual	√		
	Bi-sexual	√		
<b>Other (optional)</b>	Use to define Impact on any groups specific to this Strategy, Policy or Function not listed above.			

**If you identified any negative impacts above then either:**

**(a) Your proposal, policy or service is treating people from a protected group above less favourably because of their age, disability, gender, race, religion, or sexual orientation**

**or**

**(b) Your proposal, policy or service is intended to treat everyone equally but, unintentionally, people from a protected group above can be particularly disadvantaged or treated less favourably than other others**

**PLEASE TICK WHICHEVER APPLIES**

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**If you ticked (a) this is direct discrimination, which is illegal and you cannot proceed**

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If you ticked (b):

**1. Can any negative impacts be minimized or removed? If so state what changes you will make.**

N/a

**2. If you cannot minimize or remove negative impacts they must be justified and you must state your justification**

N/A


**If you identified any positive impacts is there anything further you can do to increase or extend the positive benefits? If so state what changes you will make**

The proposed policy and criteria for selection for the allocation of (HCPL) has been designed to be as fair, transparent and equitable as possible. It is not possible to determine how the policy can increase or extend these positive benefits at this time. Further benefits could be identified by the Licensing Committee or after consultation which will be reflected in the policy and final equality impact assessment.

**Completed By: D Mellini**



**Approved By (Senior Manager) L Crabb**



**Service: Licensing**

**Date : 15<sup>th</sup> April 2014**

**Each service should retain the signed copy of the Assessment.**

**An electronic copy should be sent to [angve@braintree.gov.uk](mailto:angve@braintree.gov.uk) for publication on the Council's website – this is a requirement to ensure that we meet our statutory duties under the Equality Act 2010.**