

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 providing of a plate exemption for eligible Private Hire Vehicles, that is fair, equitable, transparent, provides accountability, certainty, consistency and does not directly or indirectly discriminate on any grounds against any section of the population.

The aim of this policy is to ensure public safety whilst taking a balanced approach to licensing requirements. Its objective is the provision of an exemption to allow 'executive vehicles' to operate without displaying external identification plates.

The displaying of the external identification plate on a licensed vehicle is important in terms of public safety and reassurance. The plates indicate to the travelling public that prior to being licensed the vehicle has been subjected to checks to ensure their (the public's) safety.

However, there are occasions when the requirement to display an external identification plate may have the opposite effect in terms of customer safety and could have commercial implications for the operating business. The display of Local Authority licence plates externally may also deter some corporate customers from using the service; and in some circumstances the identification of the vehicle as a licensed vehicle may allow "high risk" passengers to be more readily targeted putting both them and the driver at risk.

The Local Government (Miscellaneous Provisions) Act 1976 requires that private hire vehicles display an identification plate (licence plate) and drivers of those vehicles wear a driver's badge. The same legislation also allows Braintree District Council to exempt vehicles from the need to display an identification plate and, where that exemption applies, the requirement to wear a private hire driver's badge.

It is not intended that all private hire vehicles licensed by Braintree District Council should be exempt from the Council's requirement to display an external identification plate, however the Council recognises that there may be circumstances when it would be appropriate for vehicles operating the type of service to be considered suitable for such an exemption. In creating its policy Braintree District Council does not seek to provide a definitive list of vehicles it considers to be suitable (subject to use) for exemption from the requirement to display external identification plates.

The policy provides guidance to potential applicants on the standards of vehicle comfort and equipment that the Council considers should be the minimum standard of comfort and vehicle type before the Authority would consider such an application. This policy should be read in conjunction with the council's existing policy relating to private hire vehicles and establishes additional criteria that the Council (and its officers) will take into account when determining applications for a private hire vehicle to be exempt from displaying external identification plates.

The first reading of the policy will be presented to the Licensing Committee on 14 May 2014. The Council will then consult with the Private Hire trade for a period of at least 6 weeks for views on the policy proposal.

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 who holds a Braintree District Council issued Private Hire Operator licence or Private Hire Vehicle licence.

Information used to assess how the policy will affect stakeholders:

- * Results of six weeks consultation

Other information used:

- * Equality Act 2010

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
Age	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
Disability Include disabled people and/or carers	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
Gender	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
Race	White	√		No negative impact identified
	Asian	√		No negative impact identified

	Black	√		No negative impact identified
	Mixed Dual Heritage	√		No negative impact identified
Religion/Belief	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
Sexual Orientation	Lesbian	√		No negative impact identified
	Gay men	√		
	Heterosexual	√		
	Bi-sexual	√		
Other (optional)	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

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

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 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 : 17th April 2014

Each service should retain the signed copy of the Assessment.

An electronic copy should be sent to 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.