

APPENDIX 3

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

LICENSED DRIVER KNOWLEDGE TEST – EXEMPTIONS POLICY

To determine a policy to provide applicants wishing to apply for a private hire drivers licence who solely undertake certain activities with an exemption from undertaking the topographical aspects of the Braintree District Council driver knowledge test.

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 affected by the policy?

- * Private hire driver licence applicants wishing to undertake executive work or school contracts only

Information used to assess how the policy will affect stakeholders:

- * Dft guidance

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		√	<p>Young people under the age of 16 will not be able to apply for an exemption under the policy.</p> <p>Young people under the age of 16 will not be able to meet the age requirement for holding either a private hire or hackney carriage driver's licence as it will not be possible to obtain a DVLA issued driving licence until the age of 17 years old. A driver will then be required to have at least 12 months driving experience before being able to submit an application for a drivers licence.</p>

	Young People 17-25		√	<p>Young people under the age of 18 will not be able will not be able to apply for an exemption under the policy.</p> <p>Young people under the age of 18 will not be able to meet the age requirement for holding either a private hire or hackney carriage driver's licence as it will not be possible to obtain a DVLA issued driving licence until the age of 17 years old. A driver will then be required to have at least 12 months driving experience before being able to submit an application for a drivers licence.</p>
	Ages 26-59	√		
	Older People 60+	√		
Disability Include disabled people and/or carers	Blind/Partially Sighted		√	<p>It is not possible to make a generalisation that the introduction of the policy will create a negative impact in all cases however it is possible it may create a negative impact in certain instances.</p> <p>Licensed private hire and hackney carriage drivers must hold a valid DVLA issued drivers licence. Licensed drivers must also be assessed for their medical fitness. In cases where due to an individual's disability a DVLA issued drivers licence could not be obtained or if a hackney carriage or private hire drivers licence can't be issued on the grounds of medical fitness then the individual would be excluded from the policy on these grounds.</p>

	Deaf/Hearing Impaired		√	As above
	Wheelchair user/mobility difficulties		√	As above
	Learning Difficulties		√	As above
	Mental Health Difficulties		√	As above
Gender	Men	√		
	Women	√		
	Transgender	√		
	Pregnancy & Maternity impact	√		
	Marriage & Civil Partnership	√		
Race	White	√		
	Asian	√		
	Black	√		
	Mixed Dual Heritage	√		
Religion/Belief	Buddhist	√		
	Christian	√		
	Hindu	√		
	Jewish	√		
	Muslim	√		
	Sikh	√		
	Other – please specify	√		
Sexual Orientation	Lesbian	√		
	Gay men	√		
	Heterosexual	√		
	Bi-sexual	√		

Other (optional)	Use to define Impact on any groups specific to this Strategy, Policy or Function not listed above.			
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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.

Due to external factors, it is not possible to minimise or remove the negative impacts identified.

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

Young people under the age of 16

Young people under the age of 16 will not be able will not be able to apply for an exemption under the policy.

Young people under the age of 16 will not be able to meet the age requirement for holding either a private hire or hackney carriage driver's licence as it will not be possible to obtain a DVLA issued driving licence until the age of 17 years old. A driver will then be required to have at least 12 months driving experience before being able to submit an application for a drivers licence. The policy of requiring a newly qualified driver to have at least 12 months experience before being able to apply for a hackney carriage or private hire driver's licence is to ensure that the individual has a minimum length of experience driving a car before being licensed to convey the public.

Young people under the age of 18

Young people under the age of 18 will not be able will not be able to apply for an exemption under the policy.

Young people under the age of 18 will not be able to meet the age requirement for holding either a private hire or hackney carriage driver's licence as it will not be possible to obtain a DVLA issued driving licence until the age of 17 years old. A driver will then be required to have at least 12 months driving experience before being able to submit an application for a drivers licence. The policy of requiring a newly qualified driver to have at least 12 months experience before being able to apply for a hackney carriage or private hire driver's licence is to ensure that the individual has a minimum length of experience driving a car before being licensed to convey the public.

Disability (Include disabled people and/or carers)

It is not possible to make a generalisation that the introduction of the policy will create a negative impact in all cases however it is possible it may create a negative impact to individuals.

Licensed private hire and hackney carriage drivers must hold a valid DVLA issued drivers licence. Licensed drivers must also be assessed for their medical fitness. In cases where due to an individual's disability a DVLA issued drivers licence could not be obtained or if a hackney carriage or private hire drivers licence can't be issued on the grounds of medical fitness then the individual would be excluded from the policy on these grounds.

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 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 which will be reflected in the policy and final equality impact assessment.

Completed By: D Mellini

Approved By Lee Crabb



Service: Licensing

Date : 20th July 2013

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.