

Equality and Safety Impact Assessment

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

| | |
|--|--|
| Name or Brief Description of Proposal | Adoption of informal consultation meetings with the taxi trades. |
| Brief Service Profile (including number of customers) | |
| There are approximately 2,000 individuals that hold da Southampton City Council Taxi licence. These are spread across hackney carriages, hackney carriage and private hire drivers, private hire vehicles and private hire operators. | |
| Summary of Impact and Issues | |
| It is recognised good practice to consult with the local taxi trades and service users. Different processes for deciding the format of these meetings and more importantly who can attend them have been used over the years and each iteration has received complaints about lack of accountability and representation. The proposed process has broad agreement amongst the taxi trades and officers. | |
| Potential Positive Impacts | |
| The adoption of this process will broaden the representation at meetings. This will allow officers and members to be better informed on the impacts of policies and council processes on the taxi trades and users. Will allow officers and members to discuss proposed changes with a broad spectrum of the trades. The taxi trades will be better informed about the development process of policies. This has the potential to harness a more understanding approach in policy development and improve the reputation of the process and council. | |
| Responsible Service Manager | Phil Bates, Licensing Manger |
| Date | 23/09/2022 |
| Approved by Senior Manager | Mary D’Arcy, Executive Director, Communities, Culture & Homes |
| Date | 11/07/2022 |

Potential Impact

| Impact Assessment | Details of Impact | Possible Solutions & Mitigating Actions |
|---------------------------------------|--|---|
| Age | No identified impacts. | N/a |
| Disability | Disability groups disproportionately rely upon taxi services. Failing to properly include them in any consultation process is likely to lead to policies that discriminate. | The proposal includes the participation of groups representing the disabled. |
| Gender Reassignment | No identified impacts. | N/a |
| Marriage and Civil Partnership | No identified impacts. | N/a |
| Pregnancy and Maternity | No identified impacts. | N/a |
| Race | Southampton is a multicultural city with people from all backgrounds, living working and visiting in Southampton and as a consequence using taxi services. Individual licence holders are increasingly coming from backgrounds other than white British. Policies and how the taxi trades work need to reflect this. | Community groups and a wide range of licence holders will be able to be a part of the consultation group. |
| Religion or Belief | No identified impacts. | N/a |
| Sex | There are not many women that hold licences. Female drivers have different needs and concerns to their male counterparts. Particularly at night female passengers are often viewed as being vulnerable or have a perception of being more vulnerable. | The inclusion of women in the group is encouraged. |
| Sexual Orientation | No identified impacts. | N/a |
| Community Safety | Licensing is based on public safety. Having a proper consultation group will assist in moving forward the public safety agenda. | |
| Poverty | No identified impacts. | N/a |
| Health & Wellbeing | No identified impacts. | N/a |
| Other Significant Impacts | No identified impacts. | N/a |