

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	Amend Taxi policy to include the taxi camera policy in the overarching policy document, add a drug testing policy for drivers of both hackney carriages and private hire vehicles and to add a requirement for hackney carriages to have a working credit card machine.
Brief Service Profile (including number of customers)	
<p>Taxi and Private Hire Vehicle (PHV) licensing in Southampton is undertaken by Southampton City Council (the Council) as the licensing authority, which has the responsibility for ensuring the public travel in safe, well maintained vehicles driven by competent drivers, while providing a fair and reasonable service for the taxi and PHV trade. Currently the Council grants over 3000 licences to over 2000 individuals.</p> <p>To deliver its responsibilities, the Council’s core functions in taxi and PHV licensing are:</p> <ul style="list-style-type: none"> • setting the local framework, which can include safeguarding standards, fares, vehicles standards and limits on vehicle numbers; • considering licence applications and safeguarding the public by issuing, reviewing or revoking licences; and, • undertaking inspection and enforcement activities to ensure the required standards are being maintained. 	

Summary of Impact and Issues	
<p>Taxi camera This continues to provide protection for both drivers and the travelling public. Including this in the main taxi policy makes it more accessible and visible.</p> <p>Drug Testing This is to provide a regime to protect both officers and drivers in instances where drug use by drivers is suspected and as a deterrent to the use of drugs that place the public and driver at risk.</p> <p>Credit Card machines A number of drivers do not like short trips as they do not provide a lot of income. The requirement to have a working card machine removes one of the most frequently offered reason to refuse a short fare. This policy change removes that option.</p>	
Potential Positive Impacts	
<p>More transparent approach to policy. Better public protection from drivers using drugs to the detriment of their driving. Protection of drivers from abuse of powers by officers. Better service to the public.</p>	
Responsible Service Manager	Phil Bates
Date	21 st May 2024
Approved by Senior Manager	
Date	

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	No impact	
Disability	No impact	
Gender Reassignment	No impact	
Care Experienced	No impact	
Marriage and Civil Partnership	No impact	
Pregnancy and Maternity	No impact	
Race	No impact	
Religion or Belief	No impact	

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Sex	No impact	
Sexual Orientation	No impact	
Community Safety	No impact	
Poverty	No impact	
Health & Wellbeing	Individuals on medication will be concerned they may inadvertently fail any drug testing.	Drug screening is followed up with a laboratory test. Each case will be dealt with on its own merits. The consent form asks if on medication so that is taken into consideration
Other Significant Impacts	Somew cultures have a practice of chewing root matter that can provides psychotic effect.	The testing is for illegal substances. Any matter can be considered for determining if an individual is fit and proper. This policy is likely to have no impact on such use if the product is not illegal..