

Equality, Diversity, and Community Impact Assessment



As a public authority we should ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, and community impact. In appropriate instances we will need to carry out an equality, diversity, and community impact assessment.

This form:

- Should be read in conjunction with the Equality Diversity and Community Impact Assessment Toolkit can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

Lead person: Sharon Cousins	Contact number: 01757 705101
Date of the equality, diversity, and community impact assessment: 5 October 2021	

1. Title: proposed consultation on DfT Statutory standards for taxi and private hire vehicles	
Is this	
	A Strategy or Policy
	A change to a service or function
X	Other (specify) – Discretionary Hackney Carriage Fare review – Maximum fare increase

2. Members of the assessment team:

Name	Organisation	Role on assessment team e.g. service user, manager of service, specialist
Sharon Cousins	SDC	Manager of Service

3. Summary of strategy, policy, service or function that was assessed:
Local Authorities have the power to set fares for Hackney Carriages, this is a discretionary function that Selby Council

4. Scope of the equality, diversity, and community impact assessment (complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

4a. Strategy, policy or plan (please tick the appropriate box below)	
The vision and themes, objectives or outcomes	<input type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input type="checkbox"/>
A specific section within the strategy, policy or plan	<input type="checkbox"/>
Please provide detail: Specific sections of the policy to be reviewed according to the new statutory guidance.	

4b. Service, function, event please tick the appropriate box below	
The whole service (including service provision and employment)	<input type="checkbox"/>
A specific part of the service (including service provision or employment or a specific section of the service)	<input checked="" type="checkbox"/>
Procuring of a service (by contract or grant)	<input type="checkbox"/>
Please provide detail: The Council has a discretionary function to set Hackney Carriage Fares. The last fare review was in 2019. Due to the current fuel increases, there has been requests from the trade to increase the maximum fare. Most other authorities have also reviewed and increased fares in their area.	

<p>5. Fact finding – what do we already know</p> <p>Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.</p> <p>(priority should be given to equality and diversity related information)</p> <p>.</p>
<p>A soft consultation was carried out in the summer with the trade. The response was low. Two other proposals were put forward by drivers, both were considered by the Executive along with the proposal that was agreed for public consultation</p> <p>The public consultation was carried out between 13 and 27 September 2022 which included the statutory publication in the Selby Times on the 15 September 2022. Only drivers responded to the consultation. No members of the public or representative bodies responded to the consultation (who will ultimately be paying the fare).</p> <p>Of the responses received from the drivers Some stated that they had concerns over certain tariffs within it, as being too high but as this is the maximum fare they can charge, all drivers are able to charge beneath it legally. If they wanted to continue to charge at the current rate set for Selby, so long as the tariffs were set to the new tariff if adopted, they would be able to do this.</p>
<p>Are there any gaps in equality and diversity information</p> <p>Please provide detail:</p> <p>No- this information was not required to review the fares.</p>
<p>Action required:</p> <p>Final decision required by the Executive Committee.</p>

<p>6. Wider involvement – have you involved groups of people who are most likely to be affected or interested</p>
<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please provide detail:</p> <p>A soft consultation was held with the trade prior to the Public consultation in September.</p>
<p>Action required:</p> <p>None</p>

<p>7. Who may be affected by this activity?</p> <p>please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function</p>
<p>Equality characteristics</p>

Age

Carers

Disability

Gender reassignment

Race

Religion or Belief

Sex (male or female)

Sexual orientation

Other

(for example – marriage and civil partnership, pregnancy and maternity, social class, income, unemployment, residential location or family background, education or skills level)

Please specify: N/A

Stakeholders

Services users

Employees

Trade Unions

Partners

Members

Suppliers

Other please specify

Potential barriers.

Built environment

Location of premises and services

Information and communication

Customer care

Timing

Stereotypes and assumptions

Cost

Consultation and involvement

specific barriers to the strategy, policy, services or function

Please specify

N/A as this is a maximum fare increase proposal

8. Positive and negative impact

Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the

barriers
8a. Positive impact:
Giving drivers the opportunity to increase their fares when required as the fuel prices increase at the pump. Market forces will likely mean lower fares for customers in the long run.
Action required:
None

8b. Negative impact:
N/A
Action required:
None

9. Will this activity promote strong and positive relationships between the groups/communities identified?
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Please provide detail:
Action required: None

10. Does this activity bring groups/communities into increased contact with each other? (e.g. in schools, neighbourhood, workplace)
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Please provide detail:

Action required:
None

11. Could this activity be perceived as benefiting one group at the expense of another? (e.g. where your activity/decision is aimed at adults could it have an impact on children and young people)

Yes

No

Please provide detail:

Action required:
None
As the tariff is applies to everyone there is no detrimental impact to any of the protected characteristics nor is any distinct community adversely affected. The Fare is a Maximum and drivers can (and it is hoped they do) charge the rate that is affordable for the customer whilst enabling the drivers to make a reasonable standard of living.

12. Equality, diversity, and community impact action plan

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)
(These actions should feed into your project risk assessment and action log)

Action	Timescale	Measure	Lead person
Decision required following public consultation	3 November 2022	N/A	Executive Committee

13. Governance, ownership and approval

State here who has approved the actions and outcomes from the equality, diversity, and community impact assessment

Name	Job Title	Date
Sharon Cousins	Licensing Manger	5 October 2022

14. Monitoring progress for equality, diversity, and community impact actions
(please tick)

- As part of Service Planning/performance monitoring
- As part of Project monitoring
- Update report will be agreed and provided to the appropriate board
Please specify which board
- Other (please specify)

15. Publishing

This Equality, Diversity, and community impact assessment will act as evidence that due regard to equality and diversity has been given.

If this impact assessment relates to a **Key Delegated Decision or Executive or full Council** or a **Decision** a copy should be emailed to Democratic Services and will be published along with the relevant report.

A copy of **all other** Equality and Diversity and community impact assessments should be kept on the project file (but need not be published).

Date impact assessment completed**5 October 2022**