

## Equality Impact Assessment Form



### Part 1 Aims & implementation of the service

#### 1.1 What is being assessed

The Hackney Carriage Table of Fares, the maximum fares which can be charged by hackney carriage (taxis) drivers and proprietors. The fares do not apply to private hire vehicles.

The Council is able to set the fares under section 65 of the Local Government (Miscellaneous Provisions) Act 1976.

#### 1.2 Officer(s) and section or service responsible for completing the assessment

Amanda Gregory Regulatory services Manager.  
Kevin Winchcombe Principal Licensing Officer.

#### 1.3 What is the main purpose or aims of the review?

To review the current Table of Fares to determine if the current level of costs are affordable and sustainable for residents/visitors/businesses along with providing a service that is economically viable for providers.

#### 1.4 Who is affected by the review? Who is it intended to benefit and how?

All members of the public and businesses who use taxis on the Island along with taxi drivers and proprietors are affected by the review. The benefits are that all journeys of the same length will have a maximum charged which all users and proprietors will know. These fares can not be exceeded, however they can be negotiated lower by the passenger or the provider can offer cheaper fares if he so wishes.

#### 1.5 Has the review, been promoted or explained to those it might affect directly or indirectly?

The Table of Fares calculation process is explained to all members of the trade (affected directly). This has been through a newsletter, forum and within the report which is presented to the Licensing and General Purposes Committee. The trade has been asked to express their comments that will be considered by the committee.

At this stage there has been no consultation or contact with members of the public. An explanation would be provided as a part of the consultation process if the council decided to amend the table of fares. A further Equality Impact Assessment will be completed for any further reports produced to consider setting the fares if the decision is to amend them.

#### 1.6 How does the review contribute to better community cohesion?

Setting a maximum fare ensures taxi fares remain affordable to users, however it still allows for

competition as drivers/proprietors are able to charge lower than the fare contained in the Table of Fares.

Taxis are used on a daily basis by many residents and visitors. The number of taxis on the Island has remained constant; this would indicate that the fares set have been both affordable to the users and economically viable for taxi proprietors.

#### **1.7 How does the review fit in with the council's wider aims?**

As part of the council's key priorities for regeneration and the economy, taxis play a key role in the Island's transportation system as they assist in maintaining a sufficient public transport system for the local community and visiting tourists.

#### **1.8 What is the relevance of the aims of the review to the equality target group and the council's duty to eliminate unlawful discrimination and promote equality of opportunity?**

The aim is to ensure that the fares charged to all taxis users are affordable and sustainable to their users but are economically viable to the operator. The initial consultation is undertaken only with the trade to enable the committee to gauge the thoughts of the providers. In line with legislation the Table of Fares can not be amended without a full consultation with all members of the community.

The current Table of Fares was amended in March 2010 following a full consultation and all the comments received were considered by the Licensing and General Purposes Committee before the Table of Fares was amended.

The review supports the council to have due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations – between those who share a protected characteristic and those who do not as described in the Equality Act 2010; age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion/belief, sex or sexual orientation

#### **1.9 How is, or how will the review be put into practice and who is responsible for it?**

As part of the annual review process which is set by legislation and requires a formal decision by the Council to amend the Table of Fares. An annual review is carried out every November.

The finding of the initial review, which includes a calculation process using the AA recognized costs for running vehicles and the views of the trade are presented in this report to the Licensing and General Purposes Committee to determine if the Fares should be amended. If the decision is to amend then a full consultation is required as detailed in 2.1 below.

The Regulatory Services Department within the Strategic Directorate For Economy and Environment are responsible for monitoring, reviewing and implementing the Table of Fares.

## **Part 2 Consideration of data and research**

### **2.1 List all examples of quantitative and qualitative data or any consultation information available that will enable the impact assessment to be undertaken**

Annual consultation is undertaken with the trade prior to a report being presented to the Licensing and General Purposes Committee for them to determine if the fares should be increased. At this stage there is no public consultation.

Responses to this initial trade consultation are considered at the meeting.

If the council determines to amend the Table of Fares, it is only then that a full consultation is required.

A notice to that effect must be published in the local newspaper setting out the Table of Fares or the variation thereof and specify the period in which people can object. This period shall be a minimum of 14 calendar days. A copy of the notice is to be available at the council offices for public inspection for no less than 14 calendar days.

If no objections are received or the objections submitted are withdrawn the proposed variations come into effect on the date stated in the notice or the day the objections are withdrawn, which ever is later.

The local authority must consider any comments received during the consultation period. It must also publish a revised implementation date whilst these comments are being considered. The revised date must be within two months of the original implementation date. The matter will be brought back for committee decision if objections remain outstanding at the end of the first published date.

### **2.2 Equalities profile of users and beneficiaries**

All Island residents, tourists and businesses are able to use the service a breakdown of the Island demographics can be found on the following link:

[http://www.iwight.com/council/facts\\_and\\_figures/images/Diversitypages,2011-12,v.3Aug2011.pdf](http://www.iwight.com/council/facts_and_figures/images/Diversitypages,2011-12,v.3Aug2011.pdf)

### **2.3 Evidence of complaints against the review on the grounds of discrimination**

There have been no complaints on the grounds of discrimination regarding the annual reviews.

### **2.4 What does the consultation, research and/or data indicate about the negative impact on the review?**

This consultation has received representations from members of the trade stating that the figures used do not represent the true costs for running a taxi.

Comments must be considered by the Licensing and General Purposes Committee prior to determining if the table of fares should be amended.

**2.5 What does the consultation, research and/or data indicate about the positive impact on the review?**

The number of taxis on the Island has remained constant; this would indicate that the fares set have been both affordable and economically viable for taxi proprietors.

**Part 3 Assessment of impact**

**3.1**

	Race	Disability	Gender	Sexual Orientation	Age	Religious Belief
Barriers, negative impact						
Neutral impact	Y	Y	Y	Y	Y	Y
Positive impact						

No statistical data is readily available, however, the service does provide the following:

- Use of translation service (telephone interpretation and written translation)

[www.languageiseverything.com](http://www.languageiseverything.com)

- Information can be made available in large print, braille and audio
- Loop system available
- Low level reception points in line with DDA
- Automatic doors and level entrances
- Accessible lift
- Different coloured doors for visually impaired
- Accessible toilet facilities
- Low level leaflet dispenser

**Part 4 Measures to mitigate disproportionate or adverse impact or improve on neutral or positive impacts:**

**4.1 If there is any negative impact on any target equality group identified in part 3, is the impact intended or legal?**

None identified

**4.2 Specify measures that can be taken to remove or minimize the disproportionate or adverse effect identified in part 3. If none were identified, identify how disproportionate or adverse effect could be avoided in the future.**

On going review following an initial evaluation of fares will be undertaken every November. Annual consultation initially with the trade then full consultation if fares are increased.

**4.3 If there is no evidence that the review promotes equality, equal opportunities or improves relations within equality target groups, what amendments can be made to achieve this?**

As 4.2 above

**4.4 If a neutral or positive impact has been identified, can that impact be improved upon (continuous improvement)?**

As 4.2 above

**4.5 How will the review be implemented?**

A review will be undertaken on an annual basis, initially using the calculation process and then obtaining the views of the Trade. A report will then be prepared for the Licensing and general Purposes Committee to determine if the Fares should be amended.

If it is determined that there should be some amendments then a full consultation will be undertaken.

**4.6 As 4.5 above please identify training requirements.**

Understanding of the calculation process should be shared with members of the Licensing Team, Licensing and General Purposes Committee and the trade annually.

## **Part 5 Conclusions & recommendations**

### **5.1 Does the review comply with equalities legislation?**

The Table of Fares is reviewed on an annual basis to ensure that it is applied with equity of access for both taxis users and providers to ensure that due regard is taken of the Equality Act 2010 and the three aims of the public sector duty to eliminate discrimination, promote equality and foster good relations between people who share a protected characteristic and those who do not.

### **5.2 What are the main areas requiring further attention?**

Promotion of the Table of Fares to the public and providers.

### **5.3 Summary of recommendations for improvement**

On going annual review of the Table of Fares, promotion to the public and providers.

### **5.4 What equality monitoring, evaluation, review systems have been set up to carry out regular checks?**

Monitoring of complaints through SRM, analysis of feedback as part of the annual consultation process.

### **5.5 When will the Table of Fares be reviewed?**

On an annual basis – next review date is November 2012.

**Part 6 Action / improvement plan**

The table below should be completed using the information from the equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

***Please ensure that you update your service/business plan within the equality objectives/targets and actions identified below:***

Area of negative impact	Changes proposed	Lead officer	Timescale	Resource implications	Comments
Race					
Disability					
Age					
Religious and Philosophical belief					
Gender					
Sexual orientation					
Geographical location					
All of the above	Promotion of the Table of Fares to the public and providers	Principal Licensing Officer	Annual basis	Within existing budget	

**Part 6 continued – Equality Impact Assessment – Summary report**

The results of equality impact assessments must be published. Please complete this summary, which will be used to publish the results of your impact assessment on the council's website, and return it to the HR OD & Diversity Manager.

<b>Date of assessment</b>	29 <sup>th</sup> November 2011	
<b>Officer's name</b>	Kevin Winchcombe	<b>Role</b> Principal Licensing Officer
<b>Review that was impact assessed</b>	The Hackney Carriage Table of Fares, the maximum fares which can be charged by hackney carriage (taxis) drivers and proprietors. The fares do not apply to private hire vehicles.	
<b>Summary of findings</b>	Ongoing review of the Table of Fares to ensure that equality is applied for both taxis user and provider	
<b>Summary of recommendations and key points of action plan</b>	Promotion of the Table of Fares to the public and providers	

**Groups that this policy will impact upon**

<b>Race</b>	<input type="checkbox"/>	<b>Gender</b>	<input type="checkbox"/>
<b>Sexual Orientation</b>	<input type="checkbox"/>	<b>Age</b>	<input type="checkbox"/>
<b>Disability</b>	<input type="checkbox"/>	<b>Religion or belief</b>	<input type="checkbox"/>
<b>Other</b>	<input type="checkbox"/>	<b>All</b>	<input checked="" type="checkbox"/>



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<b>Disability</b>	<input type="checkbox"/>	<b>Religion or belief</b>	<input type="checkbox"/>
<b>Other</b>	<input type="checkbox"/>	<b>All</b>	<input checked="" type="checkbox"/>