



**WELWYN
HATFIELD**

Welwyn Hatfield Borough Council

Equality Impact Assessment

Assessment completed by: Cheryl Bridges, Regulatory Support Officer

Name of policy/project/service to be assessed	Hackney Carriage Terms and Conditions (Licence Conditions)
At what stage of consultation has this EqIA been prepared?	Pre consultation <input type="checkbox"/> Post consultation <input checked="" type="checkbox"/> No consultation required <input type="checkbox"/>
Method of analysis undertaken and dates	Managers – desktop screening <input checked="" type="checkbox"/> Date: 04/07/2019 Employee Forum <input type="checkbox"/> Date: Stakeholder review <input type="checkbox"/> Date:
Who does the policy or service affect?	Customers (public) <input checked="" type="checkbox"/> Internal (staff/Members) <input checked="" type="checkbox"/> External (partners/contractors/agencies) <input checked="" type="checkbox"/> Other (Hackney Carriage Drivers) <input checked="" type="checkbox"/>
What are the aims/objectives/purpose or outcome or intended effects of the policy, project or service?	The aim of the revised conditions is to promote access for wheelchair users and other disability groups to hackney carriage vehicles within the borough. Currently there are is no available access to wheelchair accessible wheelchairs in the hackney carriage fleet in Welwyn and Hatfield. The Council must be seen to not be discriminating against those with protected characteristics under the Equality Act 2010.
What equality data is available relating to the use or implementation of the policy, project or service?	As part of the consultation data was sourced from a number of agencies including Office for National Statistics, Welwyn Hatfield Council demographic profile, Department of Work and Pensions as well as other resources such Family Resources

What consultation has taken place in the development or review of the policy, project or service?	Please see timeline (index)

Does the policy have a positive or negative impact on any of the following Protected Characteristic groups covered by the Equality Act 2010?

	Positive	Negative	Neutral	Evidence & Comments
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Larger vehicles and accessibility equipment will provide easier access not just for wheelchair users
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>This will have a positive impact as there are currently no wheelchair vehicles for the community to access. Statistics that 14.4% of the local population have a disability or long term health condition.</p> <p>Drivers are able to apply for medical exemptions under S166 of the Equality Act 2010 if they have a genuine medical condition which is aggravated by assisting people in wheelchairs, the Council needs to be satisfied in these circumstances. Therefore these would be no negative impact on drivers that have medical conditions.</p>
Ethnicity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<p>No impact on staff and users.</p> <p>Around 85% of drivers are from an ethnic background and it could be argued that there is a negative impact on them due to the requirement to buy a new vehicle. However this requirement is relevant to all hackney carriage drivers regardless of their background, therefore it is believed that there will be no negative impact in this regard.</p>
Gender re-assignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No impact on users, drivers or staff

Marriage/Civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No impact on users, drivers or staff
Pregnancy & Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Large vehicles and accessible equipment would have positive impact not just on wheelchair users.</p> <p>No negative impact on a pregnant driver as medical exemption can be sought under S166 of the Equality Act 2010 if they have genuine medical condition which is aggravated by assisting people in wheelchairs, but this would only be short term exemption so would not impact having a wheelchair vehicle.</p> <p>There would be no impact on maternity in relation to drivers or staff.</p>

	Positive	Negative	Neutral	Evidence & Comments
Religion or belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No impact on users, drivers or staff
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No impact on users, drivers or staff.
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No impact on users, drivers or staff.

Equality Impact Assessment Outcome:

Low risk

Medium risk

High risk

Any other comments:

For Steering Group use only:

Comments: