

Equality, Diversity, Cohesion and Integration Screening



As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration.

A **screening** process can help judge relevance and provides a record of both the **process** and **decision**. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions. Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality, diversity, cohesion and integration.
- whether or not equality, diversity, cohesion and integration is being or has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: Communities & Environment	Service area: Taxi & Private Hire Licensing
Lead person: Andrew White	Contact number: 3781562

1. Title: Equality Impact Assessment of proposed changes to driver conditions

Is this a:

Strategy / Policy **Service / Function** **Other**

If other, please specify

2. Please provide a brief description of what you are screening

We are screening the equality impact assessment of a proposed change to the driver conditions.

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies and policies, service and functions affect service users, employees or the wider community – city wide or more local. These will also have a greater or lesser relevance to equality, diversity, cohesion and integration.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation. Also those areas that impact on or relate to equality: tackling poverty and improving health and well-being.

Questions	Yes	No
Is there an existing or likely differential impact for the different equality characteristics?	x	
Have there been or likely to be any public concerns about the policy or proposal?	x	
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	x	
Could the proposal affect our workforce or employment practices?		x
Does the proposal involve or will it have an impact on <ul style="list-style-type: none"> • Eliminating unlawful discrimination, victimisation and harassment 		x

<ul style="list-style-type: none"> • Advancing equality of opportunity • Fostering good relations 		
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If you have answered **no** to the questions above please complete **sections 6 and 7**

If you have answered **yes** to any of the above and;

- Believe you have already considered the impact on equality, diversity, cohesion and integration within your proposal please go to **section 4.**
- Are not already considering the impact on equality, diversity, cohesion and integration within your proposal please go to **section 5.**

4. Considering the impact on equality, diversity, cohesion and integration
If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment.
Please provide specific details for all three areas below (use the prompts for guidance).
<ul style="list-style-type: none"> • How have you considered equality, diversity, cohesion and integration?

(**think about** the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)

The proposals aim to revise significantly the conditions for drivers – minor changes to private hire driver conditions, and some major changes to hackney carriage and private hire drivers, relating to a national database of refused and revoked licence holders.

A number of comparatively minor changes are recommended.

- **Medical circumstances** – added link to gov.uk webpage on medical rules for all drivers.
- **Requirement to report convictions and associated incidents** – added ‘any Police interview’.
- **Conduct of driver** – added ‘e-cigarettes and vaping’ to list of not smoking in the licensed vehicle. Added ‘headset or Bluetooth’ to list of devices only to be used in emergency circumstances.
- **Passenger** – added link to gov.uk car seat rules.
- **Fare to be demanded** – added reference to ‘operator’s approved GPS device’.
- **Lost property**– added note for lost items to be delivered by drivers to Elland Road Police Station.
- **Three year driver licences**– the additional requirement for five years’ good service could be removed, now that all drivers had valid and up to date enhanced DBS checks and had attended CSE Safeguarding training.

A major change is recommended:

- The council sign up to the currently voluntary Local Government Association / National Anti Fraud Network register of licence holders who have had their licence refused or revoked.
<https://www.local.gov.uk/topics/licences-regulations-and-trading-standards/new-national-register-taxi-and-private-hire>

However, there are two aspects which would need to be taken into account:

- i) The impact on the Leeds taxi and private hire trade;
- ii) The impact on people who use taxi and private hire vehicles.

i) Leeds taxi and private hire drivers have a profile which has higher percentages of the following:

Men (98.5%)

People from a BME background (79%)

People from a Muslim faith (72%)

(Based on Leeds survey of 1637 drivers in 2014)

Median salary of taxi or private hire driver is £18,545 or £8.04 per hour (www.payscale.com)

- ii) Nationally, there is evidence to suggest that the following people are more likely to use taxi and private hire vehicles:

Women. In 2016, on average, women made more taxi or PHV trips than men (12 trips per person vs. 9 trips per person). This remains true for women of all ages above 16 years old.

(DfT 2017

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/642759/taxi-private-hire-vehicles-2017.pdf)

Disabled people and people with mobility difficulties. In 2015, the latest data available on mobility, on average, adults (16+) with mobility difficulties use taxis or PHVs more than people who do not (16 trips per person vs. 10 trips per person). These figures have remained broadly stable since 2010.

Taxi or PHV usage makes up 3% of all their trips, compared to just 1% for those without mobility difficulties.

These figures have remained broadly stable since 2010.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/642759/taxi-private-hire-vehicles-2017.pdf)

- **Key findings**

(think about any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)

A The proposed minor changes to private hire driver conditions will impact both on license holders and their customers.

- i) License holders in Leeds are disproportionately male, of a BME background and Muslim, and therefore it is likely that a shift to three year licenses will impact on them disproportionately.

Overall, this should have a positive effect, as currently drivers have tended to renew every 12 months.

- ii) License holders in Leeds are disproportionately male, of a BME background and Muslim, and therefore it is likely that a tightening of licensing conditions will impact on them disproportionately.

Requirement to report convictions and associated incidents – added ‘any Police interview’. It may be seen to impact adversely on male, Asian, Muslim drivers. However, this policy clarifies the need to tell the council when interviewed about any interview, it does not follow that by reporting the issue, the driver would be suspended or revoked.

Conduct of driver – added ‘e-cigarettes and vaping’ to list of not smoking in the licensed vehicle. Added ‘headset or Bluetooth’ to list of devices only to be used in emergency circumstances. This condition simply restates the law about only using a phone when parked safely.

Fare to be demanded – added reference to ‘operator’s approved GPS device’. This condition is for the benefit of passengers, to be clear about how fares are calculated.

Lost property– added note for lost items to be delivered by drivers to Elland Road Police Station. This may be seen to discriminate against drivers who are licensed in Leeds but live in Bradford. However, if

they are working predominantly in Leeds, it should not be an unreasonable hardship to leave items of lost property at Elland Road Police Station. Again, this benefits passengers, so they would know which police station to go to.

- iii) Passengers are likely to be disproportionately female, and wheelchair users, or with some other mobility difficulty.

The net impact of the changes in conditions is to strengthen the protection for passengers, at no significant detriment to drivers from protected groups.

B The proposed major change to the policy of having the council notify a national database of any licence holder who has their licence refused or revoked, so that if the applicant applies to another authority, that information can be used to make a licensing decision.

The policy change will undoubtedly disproportionately affect licence holders (mainly drivers), who are predominantly male, BME, Asian and Muslim.

However, the LGA/NAFN have set very clear criteria for how the database should be used, how licence holders will be informed, and the purpose of the database is for licensing authorities to make an informed decision, based on all the information available to them. As with the minor changes recommended by Leeds City Council, this is aimed at improving the safety of passengers, who are also disproportionately in protected groups.

- **Actions**

(think about how you will promote positive impact and remove/ reduce negative impact)

The proposed tightening of licence conditions should impact positively on license holders, by way of loosening the requirement for them to renew every 12 months.

The tightening of some conditions relating to vaping or use of mobile phone headsets have a clear passenger safety aspect.

The national database of licence refusals and revocations will require some careful implementation to make sure it addresses public safety while protecting some degree of confidentiality.

5. If you are **not already considering the impact on equality, diversity, cohesion and integration you **will need to carry out an impact assessment.****

Date to scope and plan your impact assessment:	
Date to complete your impact assessment	
Lead person for your impact assessment (Include name and job title)	

6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Andrew White	Taxi & Private Hire Licensing	19/10/2018
Date screening completed		19/10/2018

7. Publishing

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated Decisions** or a **Significant Operational Decision**.

A copy of this equality screening should be attached as an appendix to the decision making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality screenings that are not to be published should be sent to equalityteam@leeds.gov.uk for record.

Complete the appropriate section below with the date the report and attached screening was sent:

For Executive Board or Full Council – sent to Governance Services	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent: 19/10/2018
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: 19/10/2018