

## 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.

<b>Directorate: Communities &amp; Environment</b>	<b>Service area: Taxi &amp; Private Hire Licensing</b>
<b>Lead person: Andrew White</b>	<b>Contact number: 3781562</b>

<b>1. Title: Equality Impact Assessment of use of the national database of refused and revoked private hire and hackney carriage drivers (NR3)</b>
Is this a: <input checked="" type="checkbox"/> <b>Strategy / Policy</b> <input checked="" type="checkbox"/> <b>Service / Function</b> <input type="checkbox"/> <b>Other</b>
<b>If other, please specify</b>

<b>2. Please provide a brief description of what you are screening</b>
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**We are screening the equality impact assessment of a proposed change in**

**Recording revoked and refused driver details on the NR3 database  
Responding to contact from local authorities who have concerns about  
drivers on the NR3 database previously revoked or refused by Leeds City  
Council  
Checking the NR3 database for applicants and licence holders in Leeds.**

### **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.

<b>Questions</b>	<b>Yes</b>	<b>No</b>
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	x	

practices?		
Does the proposal involve or will it have an impact on <ul style="list-style-type: none"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul>		x

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**.

<b>4. Considering the impact on equality, diversity, cohesion and integration</b>
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"> <li>• <b>How have you considered equality, diversity, cohesion and integration?</b> (<b>think about</b> 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).</li> </ul> <p>a) The proposals aim to revise the council's approach to how Leeds drivers which have been previously refused or revoked will be recorded.</p>
If implemented, the policy would enable Leeds City Council to record on a national NR3 database details of the drivers it has refused or revoked. This would enable another licensing authority to check details of

an applicant or licence holder, and contact Leeds for more information.

- b) The proposals aim to revise how the council would respond to requests from other authorities

If implemented, the policy would set out how Leeds would reply to requests from other authorities.

- c) The proposals aim to revise how Leeds would check NR3 database for applicants disclosing they had previously been refused or revoked

If implemented, the policy would set out how the council would use the NR3 system to check driver details, and make follow up contact with other licensing authorities.

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%)

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

(Based on Leeds survey of 1637 drivers in 2014)

- 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](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](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 changes in use of the NR3 would not have a major impact on Leeds drivers, as the new approach represents a smaller change in Leeds than it does for neighbouring authorities.
- i) License holders in Leeds are disproportionately male, of a BME background and Muslim, and therefore it is likely that a change in driver background checks will impact on them disproportionately.

However, it is likely that the change in use of NR3 in Leeds will not have a significant impact, as the majority of the background checks are already delivered, although in a different way.

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

The proposed check of NR3 provides a further check on the background of applicants, which will help Leeds make good licensing decisions. The good licensing decisions will be of benefit to all passengers, and will benefit disabled passengers and those passengers using guide or assistance dogs.

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

The proposed change in background checks is not believed to be a major change for Leeds licensed drivers.

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

<b>6. Governance, ownership and approval</b>		
Please state here who has approved the actions and outcomes of the screening		
<b>Name</b>	<b>Job title</b>	<b>Date</b>
Andrew White	Taxi & Private Hire Licensing	12/09/2019
<b>Date screening completed</b>		12/09/2019

## 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](mailto: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 <b>Governance Services</b>	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent:
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: 26/09/2019