

## Equality Impact Assessment (EqIA)

Before completing this EqIA please ensure you have read the guidance on the intranet.

### Initial Information

Name:	Aileen Powell
Job Title:	Licensing Team Leader
Email address:	Aileen.powell@dorsetcouncil.gov.uk
Members of the assessment team:	
Date assessment started:	
Date of completion:	
Version Number:	v.2

### Part 1: Background Information

Is this (please tick or expand the box to explain)

Existing	
Changing, updating or revision	
New or proposed	New Policy for Taxis
Other	

Is this (please tick or expand the box to explain)

Internal (employees only)	
External (residents, communities, partners)	Both
Both of the above	

What is the name of your policy, strategy, project or service being assessed?

Taxi Licensing Policy 2022 – 2027
-----------------------------------

What is the policy, strategy, project or service designed to do? (include the aims, purpose and intended outcomes of the policy)

To replace the old District policies for taxis with one Dorset Council policy that informs applicants what we expect and guides the officers and committees that decide applications.
---

What is the background or context to the proposal?

### Part 2: Gathering information

What sources of data, information, evidence and research was used to inform you about the people your proposal will have an impact on?

Focus groups. Dorset Disability Forum. Weymouth unmet demand survey.
--

What did this data, information, evidence and research tell you?

That there is a lack of Wheelchair accessible taxis. There are occasions when people are being refused access to taxis because they have assistance dogs, or mobility aids. Disabled people feel like second class citizens when it comes to accessing taxis.

Is further information needed to help inform this proposal?

No

### Part 3: Engagement and Consultation

What engagement or consultation has taken place as part of this proposal?

Focus groups. Dorset Disability Forum. LGBT+ Voices Dorset Forum. Public consultation to follow

How will the outcome of consultation be fed back to those who you consulted with?

Everyone will be informed by email.

### Please refer to the Equality Impact Assessment Guidance before completing this section.

Not every proposal will require an EqlA. If you decide that your proposal does **not** require an EqlA, it is important to show that you have given this adequate consideration. The data and research that you have used to inform you about the people who will be affected by the policy should enable you to make this decision and whether you need to continue with the EqlA.

### Please tick the appropriate option:

An EqlA is required (please continue to Part 4 of this document)	<input checked="" type="checkbox"/>
An EqlA is <b>not</b> required (please complete the box below)	<input type="checkbox"/>

This policy, strategy, project or service does not require an EqlA because:

Name:

Job Title:

Date:

Please send a copy of this document to [Diversity & Inclusion Officer](#)

### Next Steps:

- The EqlA will be reviewed by Business Intelligence & Communications and if in agreement, your EqlA will be signed off.

- If not, we will get in touch to chat further about the EqIA, to get a better understanding.

**Part 4: Analysing the impact**

Who does the service, strategy, policy, project or change impact?

- If your strategy, policy, project or service contains options you may wish to consider providing an assessment for each option. Please cut and paste the template accordingly.

For each protected characteristic please choose from the following options:

- Please note in some cases more than one impact may apply – in this case please state all relevant options and explain in the ‘Please provide details’ box.

Positive Impact	<ul style="list-style-type: none"> <li>• the proposal eliminates discrimination, advances equality of opportunity and/or fosters good relations with protected groups.</li> </ul>
Negative Impact	<ul style="list-style-type: none"> <li>• Protected characteristic group(s) could be disadvantaged or discriminated against</li> </ul>
Neutral Impact	<ul style="list-style-type: none"> <li>• No change/ no assessed significant impact of protected characteristic groups</li> </ul>
Unclear	<ul style="list-style-type: none"> <li>• Not enough data/evidence has been collected to make an informed decision.</li> </ul>

Age:	<i>Positive</i>
What age bracket does this affect?	All ages, but specifically children and the elderly.
Please provide details:	Positive impact as there will be closer links between the children’s services and adult services. There will also be greater involvement with the MASH.

Disability: (including physical, mental, sensory and progressive conditions)	<i>Positive</i>
Does this affect a specific disability group?	All groups
Please provide details:	<p>The Equality Charter that will allow customers to know what the Council expects from the taxi drivers and what they can expect. The EC will be available to all groups and will form the basis of complaint handling in this area.</p> <p>There will also be a range of training programmes developed that drivers can earn accreditations for, and that can be published on the website to assist customers.</p>

Gender Reassignment & Gender Identity:	<i>Positive</i>
Please provide details:	All gender specific pronouns have been replaced.

	Feedback from LGBT+ Voices Dorset Forum indicates there is some experience of discrimination in acceptance of fares and behaviour. The Equality Charter will reference this and awareness training will be explored.
Pregnancy and maternity:	<i>Neutral</i>
Please provide details:	Not enough data/evidence has been collected to make an informed decision
Race and Ethnicity:	<i>Neutral</i>
Please provide details:	<p>Only 4.4 % BME and 1.7% with English not as first language which is very low. Whilst there is an English language test for drivers it will be limited to a spoken test. There is a significant number of drivers from the BME community and there is nothing within the policy that will affect the numbers currently licensed.</p> <p>The Equality charter will reference race and ethnicity and will have a general section on discrimination.</p>
Religion or belief:	<i>Neutral</i>
Please provide details:	The Equality charter will reference race and ethnicity and will have a general section on discrimination.
Sexual orientation:	<i>Positive</i>
Please provide details:	Feedback from LGBT+ Voices Dorset Forum indicates there is some experience of discrimination in acceptance of fares and behaviour. The Equality Charter will reference this and awareness training will be explored.
Sex (consider both men and women):	<i>Neutral</i>
Please provide details:	The Equality charter will reference race and ethnicity and will have a general section on discrimination.
Marriage or civil partnership:	<i>Neutral</i>
Please provide details:	The Equality charter will reference race and ethnicity and will have a general section on discrimination.
Carers:	<i>Choose impact from the list above</i>

Please provide details:	Not enough data/evidence has been collected to make an informed decision
Rural isolation:	<i>Neutral</i>
Please provide details:	the policies proposed are not aligning with the policies in Urban areas which tend to be more restrictive on age of vehicles. This will not change things for those drivers servicing rural areas, who could be negatively affected by such policies.
Single parent families:	<i>Neutral</i>
Please provide details:	Not enough data/evidence has been collected to make an informed decision
Social & economic deprivation:	<i>Neutral</i>
Please provide details:	There are no policies that should impact on the cost of service to the travelling public
Armed Forces communities	<i>Neutral</i>
Please provide details:	Not enough data/evidence has been collected to make an informed decision

## Part 5: Action Plan

Provide actions for **positive**, **negative** and **unclear** impacts.

If you have identified any **negative** or **unclear** impacts, describe what adjustments will be made to remove or reduce the impacts, or if this is not possible provide justification for continuing with the proposal.

Issue	Action to be taken	Person(s) responsible	Date to be completed by
	Continued work on the Equality Charter with the Disability Forum		
	Sourcing of Training Modules to raise awareness		

## EqIA Sign Off

Officer completing this EqIA:		Date:	
Equality Lead:		Date:	
Equality & Diversity Action Group Chair:		Date:	

## Next Steps:

- Please send this draft EqIA to: [Diversity & inclusion Officer](#)
- The report author will be invited to an Equality & Diversity Action Group (these are held monthly - dates are available on the intranet)
- The Equality & Diversity Action Group will review the EqIA and you may be asked to make some alterations
- EqIAs are signed off and published
- The report author is responsible for ensuring any actions in the action plan are implemented.