

# Cambridge City Council Equality Impact Assessment



Completing an Equality Impact Assessment will help you to think about what impact your strategy, policy, plan, project, contract or major change to your service may have on people that live in, work in or visit Cambridge, as well as on City Council staff.

The template is easy to use. You do not need to have specialist equalities knowledge to complete it. It asks you to make judgements based on evidence and experience. There are guidance notes on the intranet to help you. You can also get advice from Suzanne Goff, Strategy Officer on 01223 457174 or email [suzanne.goff@cambridge.gov.uk](mailto:suzanne.goff@cambridge.gov.uk) or from any member of the Joint Equalities Group.

## 1. Title of strategy, policy, plan, project, contract or major change to your service:

The number of Hackney Carriage Vehicles (HCV) Licensed Policy and The Disabled Access Policy

## 2. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?

Cambridge City Council Licenses both Hackney Carriages ( HCV) and private hire vehicles (PHV) to operate in the City. HCVs operate from ranks and can be hailed in the street and they can also accept pre-booked fares, either direct or from a licensed operator. PHVs may only accept pre-booked fares from an operator. However, there is no power for the Council to limit their numbers, nor to regulate those licensed by other Councils and operating in the city. The Transport Act 1985 allows the Council to limit the number of HCVs it licenses, but only if it is satisfied that there is no significant demand for HCVs which is unmet.

There is currently no limit on numbers of HCV licences granted by Cambridge City Council. The Council operated a policy on limitation up until 2001. Surveys conducted in 1990 and 1993 concluded that the Council should maintain a limit of 120 HCVs.

In 1997 Members asked for a report to remove the limitation on the number of licences issued. At full Council on 20th July 2000 the decision was made to de-limit the number of HCV licences issued with effect from 1<sup>st</sup> July 2001, with the continued condition that any new HCV licences issued had to be for wheel chair accessible vehicles, but not necessarily a purpose-built HCV.

In 2011 the taxi trade requested that a further survey should be carried out, and a demand survey was carried out in 2012 to determine if there were enough HCV, the survey also covered disabled accessibility issues. Stake holders included police County Council other departments at the City Council, businesses, taxi trade, taxi users, public and disability groups. During the 2012 survey there was lack of engagement by the trade so further research was conducted in 2014.

The Committee report which this initial EQiA is related to is asking the Licensing Committee to determine whether there is enough evidence to limit the number of HCV in the City and if so to what level. Also to request Officers to develop a disabled access policy in relation to taxis. This is an initial EQiA and will be developed overtime. From the initial assessment further evidence is required around ethnicity, age, gender and transgender. Historically this data has not been collected , and we will be working to collect the evidence to develop this EQiA with the various equality groups

**2. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?**


**3. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick those that apply)**

- Residents
- Visitors
- Staff

A specific client group or groups (please state):  
Disabled Groups

**4. What type of strategy, policy, plan, project, contract or major change to your service is this? (Please tick)**

- New
- Revised
- Existing

**5. Responsible directorate and service**

Directorate: Environment

Service: Refuse and Environment

**6. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service?**

- No
- Yes (please give details):

Legal ,Corporate Strategy, Disability Groups

## 7. Potential impact

Please list and explain how this strategy, policy, plan, project, contract or major change to your service could **positively** or **negatively** affect individuals from the following equalities groups.

When answering this question, please think about:

- The results of relevant consultation that you or others have completed (for example with residents, people that work in or visit Cambridge, service users, staff or partner organisations).
- Complaints information.
- Performance information.
- Information about people using your service (for example whether people from certain equalities groups use the service more or less than others).
- Inspection results.
- Comparisons with other organisations.
- The implementation of your piece of work (don't just assess what you think the impact will be after you have completed your work, but also think about what steps you might have to take to make sure that the implementation of your work does not negatively impact on people from a particular equality group).
- The relevant premises involved.
- Your communications.
- National research (local information is not always available, particularly for some equalities groups, so use national research to provide evidence for your conclusions).

**(a) Age** (any group of people of a particular age, including younger and older people – in particular, please consider any safeguarding issues for children and vulnerable adults)

See Section 2 further evidence is required to determine potential impact

**(b) Disability** (including people with a physical impairment, sensory impairment, learning disability, mental health problem or other condition which has an impact on their daily life)

The survey highlighted a number of issues by the disabled groups including the following: disability awareness training for drivers, information and advice about users' rights and better understanding of the differences between hackney carriage and private hire vehicles. Work is being undertaken to address these issues and to develop a new disabled access policy. A report will be presented to Licensing Committee within the next 12 months

**(c) Gender**

See Section 2 further evidence is required to determine potential impact

**(d) Pregnancy and maternity**

Not applicable

**(e) Transgender** (including gender re-assignment)

See Section 2 further evidence is required to determine potential impact

**(f) Marriage and Civil Partnership**

Not applicable

**(g) Race or Ethnicity**

See Section 2 further evidence is required to determine potential impact

**(h) Religion or Belief**

Not applicable

**(i) Sexual Orientation**

Not applicable

**(j) Other factors that may lead to inequality – in particular – please consider the impact of any changes on low income groups or those experiencing the impacts of poverty (please state):**

**8. If you have any additional comments please add them here**

This is an initial EQiA, and further evidence is required to develop this EQiA further

## 9. Conclusions and Next Steps

- If you have not identified any negative impacts, please sign off this form.
- If you have identified potential negative actions, you must complete the action plan at the end of this document to set out how you propose to mitigate the impact. If you do not feel that the potential negative impact can be mitigated, you must complete question 8 to explain why that is the case.
- If there is insufficient evidence to say whether or not there is likely to be a negative impact, please complete the action plan setting out what additional information you need to gather to complete the assessment.

All completed Equality Impact Assessments must be emailed to Suzanne Goff, Strategy Officer, who will arrange for it to be published on the City Council's website.  
Email [suzanne.goff@cambridge.gov.uk](mailto:suzanne.goff@cambridge.gov.uk)

## 10. Sign off

Name and job title of assessment lead officer:

Yvonne O'Donnell

Environmental Health Manager

Names and job titles of other assessment team members and people consulted:

Suzanne Goff Strategy Officer

Date of completion: 16.01.2014

Date of next review of the assessment: 16.04.2014

## Action Plan

**Equality Impact Assessment title:**

**Date of completion: 16.01.2014**

<b>Equality Group</b>	<b>Age</b>
Details of possible disadvantage or negative impact	See section 2 and 7
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Disability</b>
Details of possible disadvantage or negative impact	Disabled groups through the survey identified a number of issues that they were concerned of when dealing with HCV and PHV and drivers
Action to be taken to address the disadvantage or negative impact	Develop a disabled access policy with an action plan and report to licensing Committee within the next 12 months
Officer responsible for progressing the action	Yvonne O`Donnell
Date action to be completed by	January 2016

<b>Equality Group</b>	<b>Gender</b>
Details of possible disadvantage or negative impact	See section 2 and 7
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Pregnancy and Maternity</b>
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Transgender</b>
Details of possible disadvantage or negative impact	See section 2 and 7
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Marriage and Civil Partnership</b>
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Race or Ethnicity</b>
Details of possible disadvantage or negative impact	See section 2 and 7
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Religion or Belief</b>
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Sexual Orientation</b>
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Other factors that may lead to inequality</b>	
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	