

## Cambridge City Council Equality Impact Assessment (EqIA)

This tool helps the Council ensure that we fulfil legal obligations of the [Public Sector Equality Duty](#) to have due regard to the need to –

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Guidance on how to complete this tool can be found on the Cambridge City Council intranet. For specific questions on the tool email Helen Crowther Equality and Anti-Poverty Officer at [equalities@cambridge.gov.uk](mailto:equalities@cambridge.gov.uk) or phone 01223 457046.

Once you have drafted the EqIA please send this to [equalities@cambridge.gov.uk](mailto:equalities@cambridge.gov.uk) for checking.

**1. Title of strategy, policy, plan, project, contract or major change to your service**  
Changes to Hackney Carriage and Private Hire Licensing Policy

**2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)**

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

Changes to the Hackney Carriage and Private Hire Licensing Policy in line with Best Practice for licensing authorities in England issued by the Department of Transport in November 2023.

The 4 changes are as follows :

- Introduction of the training of drivers in loading wheelchairs and wheelchair users into Wheelchair Accessible Vehicles.
- For drivers to daily safety checks of the licensed vehicle.
- Private Hire Vehicles should continue to display operator signs.
- Applicants shall hold a full driving license for more than 2 years before applying to be a licensed driver.

This is to ensure that we continue to provide a safe and compliant taxi service

#### 4. Responsible Team and Group

Commercial and Licensing Team, Communities

#### 5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service?

(Please tick all that apply)

- Residents
- Visitors
- Staff

Please state any specific client group or groups (e.g. City Council tenants, tourists, people who work in the city but do not live here):

[Click here to enter text.](#)

#### 6. What type of strategy, policy, plan, project, contract or major change to your service is this?

- New
- Major change
- Minor change

#### 7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)

- Yes
- No

N/A

#### 8. Has the report on your strategy, policy, plan, project, contract or major change to your service gone to Committee? If so, which one?

Is going to Licensing Committee on 20<sup>th</sup> January 2025

**9. What research methods/ evidence have you used in order to identify equality impacts of your strategy, policy, plan, project, contract or major change to your service?**

A public consultation took place from 4<sup>th</sup> November 2024 to 1<sup>st</sup> December 2024 on the Cambridge City Council website. 44 people responded to the consultation.

We do not hold data on the demographics of our licensed drivers.

However we do have a policy that all new HC vehicles must be Wheelchair accessible. Currently we have 114 number of wheelchair accessible vehicles ( WAV ) on that are licensed with Cambridge City

.  
We do receive a number of complaints by wheelchair users about either unable to get a taxi or how the users has been treated, which we always investigate.

We also received approximately 500 taxi complaints each year, in relation to either a driver, vehicle or operator and these policy changes are trying to support drivers and customers to have a safe and reliable taxi service

**10. Potential impacts**

For each category below, please explain if the strategy, policy, plan, project, contract or major change to your service could have a positive/ negative impact or no impact. Where an impact has been identified, please explain what it is. Consider impacts on service users, visitors and staff members separately.

**(a) Age - Please also consider any safeguarding issues for children and adults at risk**

We do not hold an age profile of our taxi drivers, or potential drivers, and therefore it is difficult to determine of the age change will have an impact.

**(b) Disability**

To require mandatory WAV training will have a positive impact on disabled groups as it will highlight the importance that this public transport service has on disabled groups . To be trained in loading and unloading and securing wheelchair users will ensure that this is done in a safe manner. The training will also ensure that disable users are treated with respect and courtesy.

**(c) Gender reassignment**

We do not believe that the assessment will have an impact on this target group. The assessment has been open to a public consultation and no responses have been received in regards to the assessment impacting on gender.

**(d) Marriage and civil partnership**

We do not believe that the assessment will impact negatively on this target group. The assessment has been open to a public consultation and no responses have been received in regards to the assessment impacting on marriage or civil partnership.

**(e) Pregnancy and maternity**

We do not believe that the assessment will impact negatively on this target group. The assessment has been open to a public consultation and no responses have been received in regards to the assessment impacting on pregnancy or maternity.

**(f) Race – Note that the protected characteristic ‘race’ refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.**

We do not believe that the assessment will impact negatively on this target group. The assessment has been open to a public consultation and no responses have been received in regards to the assessment impacting on pregnancy or maternity.

**(g) Religion or belief**

We do not believe that the policy will impact negatively on this target group. The policy has been open to a public consultation and no responses have been received in regards to the policy impacting on religion.

#### **(h) Sex**

We do not believe that the assessment will impact negatively on this target group. The assessment has been open to a public consultation and no responses have been received in regards to the assessment impacting on gender.

#### **(i) Sexual orientation**

We do not believe that the assessment will impact negatively on this target group. The assessment has been open to a public consultation and no responses have been received in regards to the assessment impacting on sexual orientation.

#### **(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.**
- **People of any age with care experience – this refers to individuals who spent part of their childhood in the care system due to situations beyond their control, primarily arising from abuse and neglect within their families. The term “Care experience” is a description of a definition in law, it includes anyone that had the state as its corporate parent by virtue of a care order in accordance with the Children Act 1989 and amendments.**
- **Groups who have more than one protected characteristic that taken together create overlapping and interdependent systems of discrimination or disadvantage. (Here you are being asked to consider intersectionality, and for more information see: [https://media.ed.ac.uk/media/1\\_159kt25q](https://media.ed.ac.uk/media/1_159kt25q)).**

- Click here to enter text.

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**11. Action plan – New equality impacts will be identified in different stages throughout the planning and implementation stages of changes to your strategy, policy, plan, project, contract or major change to your service. How will you monitor these going forward? Also, how will you ensure that any potential negative impacts of the changes will be mitigated? (Please include dates where possible for when you will update this EqIA accordingly.)**

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**12. Do you have any additional comments?**

None
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**13. Sign off**

Name and job title of lead officer for this equality impact assessment: Yvonne O'Donnell, Environmental Health Manager
Names and job titles of other assessment team members and people consulted: Helen Crowther Equalities and anti-poverty Officer
Date of EqIA sign off: 2 <sup>nd</sup> January 2025
Date of next review of the equalities impact assessment: January 2028
Date to be published on Cambridge City Council website: January 2025

All EqIAs need to be sent to the Equality and Anti-Poverty Officer at [equalities@cambridge.gov.uk](mailto:equalities@cambridge.gov.uk)