

## Appendix B

### 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 please contact the Community Equity Team at [equality@cambridge.gov.uk](mailto:equality@cambridge.gov.uk).

Also, once you have drafted the EqIA please send this to [equality@cambridge.gov.uk](mailto:equality@cambridge.gov.uk) for checking.

<b>1. Title of strategy, policy, plan, project, contract or major change to your service</b>
Limiting the number of Hackney Carriage Vehicles (HCV)

<b>2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)</b>
Click here to enter text.

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

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.

At Licensing Committee on 26th January 2015 Members agreed that a limit should be set at 321 and this policy should be reviewed after 3 years.

On the 20th March 2017 a report was brought to Licensing Committee recommending that Officers procure a company to carry out a further demand survey to establish if there is significant demand for the services of HCVs which is unmet.

Following the tendering process, LSVA was appointed to undertake the survey, and review accessibility and air quality. The survey results and committee report were brought in front of members in January 2018, who unanimously resolved they were satisfied that there was no significant demand for hackney carriages in Cambridge which was unmet and refused to remove the existing limit of 321.

Following the 2017 survey, the next survey was due to be completed in 2020. This did not take place, due to the Covid-19 pandemic and the various lockdowns put in place by the UK Government. It was concluded that a demand survey at that time would not be a true representation of the demand.

On the 31<sup>st</sup> January 2022, report was presented to Licensing committee recommending officers procure a company to carry out a demand survey to establish if there is significant demand for the services of HCVs which is unmet. Members unanimously resolved to instruct officers to procure and implement a new Hackney Carriage Demand Survey to determine whether there is a significant unmet demand in the City, and to bring the results and recommendations to Licensing Committee in January 2023.

Specification was developed by officers and tender published. The tender selected LVSA, who had previously completed the demand survey within Cambridge.

Since then two surveys have been completed. 2022 and current survey in which this report pertains to 2025.

Survey concluded there was no significant unmet demand for Hackney Carriages, however more work needs to be conducted on the council Inclusive Service Plan (ISP) and the forecasted reduction on Wheelchair accessible vehicles within the city over the next year.

Licensing Committee members will be required to decide if they are satisfied that there was no significant demand for hackney carriages in Cambridge which was unmet.

#### **4. Responsible service**

Environmental Services

<b>5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service?</b>  <b>(Please tick all that apply)</b>	<input checked="" type="checkbox"/> Residents <input checked="" type="checkbox"/> Visitors <input checked="" type="checkbox"/> 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):  Disabled groups	

<b>6. What type of strategy, policy, plan, project, contract or major change to your service is this?</b>	<input type="checkbox"/> New <input type="checkbox"/> Major change <input checked="" type="checkbox"/> Minor change
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<b>7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
If 'Yes' please provide details below:  Legal Corporate Strategy Disability Groups Taxi trade representatives	

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

General Purposes and Licensing Committee 26<sup>th</sup> January 2026

**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?**

As part of the Demand survey.

**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**

Click here to enter text.

**(b) Disability**

Within the 2025 survey, the disability groups were consulted, one response was received.

A further in depth accessibility questionnaire was also used to attain views of those with disabilities and their experiences using HCVs. This survey received a total of 110 responses from across the county with 35 responses from Cambridge City residents.

At time survey was completed 41% of the Hackney carriage vehicles fleet was wheelchair accessible vehicle (WAV).

Since the survey was undertaken, there has been a reduction of the number WAV on the fleet.

Public survey also highlighted that the need for adapted vehicles appears to have grown since the last survey, with a focus on WAV style vehicles.

Survey and subsequent discussions with officers following the survey, have highlighted that the number of WAV is decreasing and is likely to continue to decrease in 2026 as more vehicles reach their 11 year age limit and uptake of currently available WAV plates, currently 63, is slow.

As part of trying to address this, the council has recommended the WAV age limit be increased from 11 years to 12 years.

In addition to this a Inclusive Service Plan will be formulated using the information collected in the detailed questionnaire to understand current issues, and identify ways in which the council can support the reduction of these issues.

#### **(c) Gender reassignment**

Not applicable

#### **(d) Marriage and civil partnership**

Not applicable

**(e) Pregnancy and maternity**

Not applicable

**(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.**

Not applicable

**(g) Religion or belief**

Not applicable

**(h) Sex**

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
- 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\\_l59kt25q](https://media.ed.ac.uk/media/1_l59kt25q)).

None identified

**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.)**

Continued stakeholder engagement, to identify any equality impacts that may arise.

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

Click here to enter text.

### 13. Sign off

Name and job title of lead officer for this equality impact assessment: Wangari Njiiri  
EH and Licensing Team Leader

Names and job titles of other assessment team members and people consulted:  
[Click here to enter text.](#)

Date of EqIA sign off: [Click here to enter text.](#)

Date of next review of the equalities impact assessment: 2029

Date to be published on Cambridge City Council website: January 2026

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