

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 equalities@cambridge.gov.uk.

Also, once you have drafted the EqIA please send this to equalities@cambridge.gov.uk for checking.

1. Title of strategy, policy, plan, project, contract or major change to your service
Click here to enter text .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)
Taxi licensing policy and handbook - Cambridge City Council

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

The Council's Hackney Carriage and Private Hire Licensing Policy is kept under continual review to ensure that it remains current, effective, and consistent with relevant legislation, statutory guidance, and recognised best practice.

Through the administration and determination of licensing applications, officers may identify areas where the policy would benefit from clarification, revision, or further development.

Such changes may be prompted by updates to legislation or statutory guidance, emerging issues within the licensed trade, operational experience gained through the application of the policy, or circumstances that are not currently addressed within the existing framework.

It is recommended that the Committee approve the following:

1. Policy changes:

- 1.1. Increasing the maximum duration of newly granted driver licence from 12 months to 36 months.
 - 1.2. Requiring drivers to complete safeguarding training as part of each licence renewal application.
 - 1.3. Requiring safeguarding training certificates to be dated within three months of application for new driver applications and within three months of licence start date for renewals.
 - 1.4. Requiring non-driver vehicle proprietors and operators to complete safeguarding training every three years as part of their non-driver proprietor registration.
 - 1.5. Retaining the existing exemption for Hackney Carriage licence plates 1 to 121 and allowing those plates to be assigned to non-wheelchair accessible vehicles, including where a plate has been surrendered or revoked. (these vehicles will be required to meet the councils current zero and ultra-low emissions requirements)
 - 1.6. Requiring proprietors seeking to licence an imported ULEV to provide official evidence of the vehicle's CO₂ emissions.
 - 1.7. Refusing to licence an imported ULEV where the Council cannot verify its CO₂ emissions or where satisfactory evidence demonstrating emissions of 75g/km CO₂ or below has not been provided.
 - 1.8. Requiring applicants and licence holders who have lived or resided outside the UK for three months or more within the five years preceding an application or renewal to provide an appropriate certificate of good conduct.
 - 1.9. Accepting alternative evidence where an applicant or licence holder is unable to obtain a certificate of good conduct, subject to satisfactory evidence that reasonable attempts have been made to obtain the certificate.
- Changes are highlighted within policy as per tracked changes in Appendix A.

2. Implementation date for changes:

- 2.1. With immediate effect.

3. Non- substantive amendments to policy.

3.1 Delegated authority for officers to make minor, non-substance amendments to policy, where required to maintain the accuracy and clarity of the document. This is general housekeeping changes such as corrections/updates to legislation, terminology, formatting and administrative details.

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

If 'Yes' please provide details below:

N/A

8. 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 6th July 2026 to 2nd August 2026 on the Cambridge Consultation website platform..

Members of the trade were also e-mailed, to make them aware of the consultation.

9 people responded to the consultation.

We do not hold demographics of our licenced drivers.

9. 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 consider proposed changes will be create a positive impact for safeguarding children and vulnerable passengers.

Currently driver training includes the following:

- Identify types of abuse, possible victims of abuse and exploitation. E.g Child Sexual and Criminal Exploitation, Human Trafficking, Modern Slavery, and Domestic Abuse
- Understand indicators of risk.
- Understand the definition of disability and the different types.
- Understand legislation and regulations regarding disability, including wheelchairs and assistance dogs.
- Understand best practice and responsibilities in relation to both safeguarding and disability.
- Understand how, as a licensed driver, you may assist in reporting concerns.
- Have confidence to identify and report safeguarding issues.
- Know how and where to report concerns.

Safeguarding training for Non driver Proprietors and operators includes the following:

- Understand what is meant by the term 'Safeguarding'
- Identify adults at risk and other vulnerable individuals
- Understand Child Sexual and Criminal Exploitation, Human Trafficking, Modern Slavery, and Domestic Abuse
- Recognise the types of abuse and their associated signs and indicators
- Identify suspicious behaviours or activities
- Know how and whom to report concerns to
- Understand your responsibilities as a licensed driver and follow best practice protocols

(b) Disability

The proposed change: allowing Hackney Carriage licence plates 1 to 121, to remain assigned to non-wheelchair accessible vehicles, including where a plate has been surrendered or revoked.

This proposal does not reduce the number of current Wheelchair accessible vehicles on the Hackney carriage fleet. It does however mean that the previous provision for surrendered and revoked vehicles to be reassigned as wheelchair accessible vehicles will no longer occur.

The council receives a number of complaints regarding wheelchair users unable to prebook a vehicles.

We do not envisage this change to have a negative impact to the current known issue as there are currently 9 vacant WAV HCV available to be licenced.

The council will continue to monitor this situation and if identified there is a demand for WAV, this process will be reviewed.

Furthermore, this approach supports the Council's current mixed fleet composition. Members of the public have diverse needs for example, some older passengers may find it difficult to access larger wheelchair-accessible vehicles. Maintaining a range of vehicle types ensures that different accessibility requirements can be accommodated effectively.

(c) Gender reassignment

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 Gender reassignment.

(d) Marriage and civil partnership

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 marriage or civil partnership.

(e) Pregnancy and maternity

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 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.

The proposals concerning certificates of good conduct is not a new requirement, and has been adjusted to positively reduce the impact on some applications from ethnic minority backgrounds where they have lived or resided outside the UK during the 5 years preceding their application or renewal.

The requirement for alternative evidence where certificate can not be obtained supports those who are unable to attain a certificate due to countries processes.

(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 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 gender.

Regular safeguarding training amongst all those within the trade will support the councils wider objectives, including supporting the Councils Purple Flag accreditation and White Ribbon accreditation.

(i) Sexual orientation

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 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).**

The policy will have no impact on any other factors that may lead to inequality.

10. 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 EqlA accordingly.)

During the administration and determination of licensing applications, officers may identify areas where the policy would benefit from clarification, amendment or further development.

This applies if any new equality impacts are identified throughout the process. These will be raised and discussed with the equality team as and when they arise.

If negative equality impacts are identified these will be addressed by way of procedural amendments or policy amendments where this is deemed necessary.

11. Do you have any additional comments?

None.

12. Sign off

Name and job title of lead officer for this equality impact assessment: Wangari Njiiri,
Environmental Health and Licensing Support Team Leader

Names and job titles of other assessment team members and people consulted: Graham
Lewis, Community Equity Officer.

Date of EqlA sign off: 25 August 2026

Date of next review of the equalities impact assessment: As and when policy changes are
considered or need is established.

Date to be published on Cambridge City Council website: 27 August 2026