

**Equality Impact Assessment
Level One
Initial Screening**

Service Area - Licensing Hackney & Private Hire

1. What are the aims, objectives and intended outcomes of the proposed policy, procedure, strategy, function or working practice to be assessed?																																																
<p>Hackney and Private Hire Licensing function which includes –</p> <ul style="list-style-type: none"> ➤ Processing applications and issuing licenses ➤ Giving advice ➤ Enforcement of regulations and approved policies 																																																
2. Who is intended to benefit from the policy, procedure, strategy, function or working practice and in what way? Think about who will benefit and how. This will prompt thoughts on who will not benefit and whether this can be justified.																																																
<p>Members of the public, applicants, licensed drivers and operators will benefit from the Hackney and Private Hire function when being dealt with by the Authority.</p>																																																
3. Is there any evidence of impact on people on the grounds of Race, Religion, Gender, Disability, Sexual orientation and age as a result of this policy, procedure, strategy, function or working practice. If there is positive or negative impact then please indicate the levels.																																																
<p>a. Race</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 33%;">Impact : Positive</td> <td style="width: 10%; text-align: center;"><input type="checkbox"/></td> <td style="width: 33%;">Negative</td> <td style="width: 10%; text-align: center;"><input type="checkbox"/></td> <td style="width: 14%;">Neutral</td> <td style="width: 10%; text-align: center;">x</td> </tr> <tr> <td>Level : High</td> <td style="text-align: center;"><input type="checkbox"/></td> <td>Medium</td> <td style="text-align: center;"><input type="checkbox"/></td> <td>Low</td> <td style="text-align: center;">x</td> </tr> </table> <p>b. Religion</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 33%;">Impact : Positive</td> <td style="width: 10%; text-align: center;"><input type="checkbox"/></td> <td style="width: 33%;">Negative</td> <td style="width: 10%; text-align: center;"><input type="checkbox"/></td> <td style="width: 14%;">Neutral</td> <td style="width: 10%; text-align: center;">x</td> </tr> <tr> <td>Level : High</td> <td style="text-align: center;"><input type="checkbox"/></td> <td>Medium</td> <td style="text-align: center;"><input type="checkbox"/></td> <td>Low</td> <td style="text-align: center;">x</td> </tr> </table> <p>c. Gender</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 33%;">Impact : Positive</td> <td style="width: 10%; text-align: center;"><input type="checkbox"/></td> <td style="width: 33%;">Negative</td> <td style="width: 10%; text-align: center;"><input type="checkbox"/></td> <td style="width: 14%;">Neutral</td> <td style="width: 10%; text-align: center;">x</td> </tr> <tr> <td>Level : High</td> <td style="text-align: center;"><input type="checkbox"/></td> <td>Medium</td> <td style="text-align: center;"><input type="checkbox"/></td> <td>Low</td> <td style="text-align: center;">x</td> </tr> </table> <p>d. Disability</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 33%;">Impact : Positive</td> <td style="width: 10%; text-align: center;">x</td> <td style="width: 33%;">Negative</td> <td style="width: 10%; text-align: center;"><input type="checkbox"/></td> <td style="width: 14%;">Neutral</td> <td style="width: 10%; text-align: center;">x</td> </tr> <tr> <td>Level : High</td> <td style="text-align: center;"><input type="checkbox"/></td> <td>Medium</td> <td style="text-align: center;">x</td> <td>Low</td> <td style="text-align: center;">x</td> </tr> </table> <p>e. Sexual Orientation</p>	Impact : Positive	<input type="checkbox"/>	Negative	<input type="checkbox"/>	Neutral	x	Level : High	<input type="checkbox"/>	Medium	<input type="checkbox"/>	Low	x	Impact : Positive	<input type="checkbox"/>	Negative	<input type="checkbox"/>	Neutral	x	Level : High	<input type="checkbox"/>	Medium	<input type="checkbox"/>	Low	x	Impact : Positive	<input type="checkbox"/>	Negative	<input type="checkbox"/>	Neutral	x	Level : High	<input type="checkbox"/>	Medium	<input type="checkbox"/>	Low	x	Impact : Positive	x	Negative	<input type="checkbox"/>	Neutral	x	Level : High	<input type="checkbox"/>	Medium	x	Low	x
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Level : High	<input type="checkbox"/>	Medium	<input type="checkbox"/>	Low	x
f. Age					
Impact : Positive	<input type="checkbox"/>	Negative	<input type="checkbox"/>	Neutral	x
Level : High	<input type="checkbox"/>	Medium	<input type="checkbox"/>	Low	x
4. Has any positive/negative impacts been identified which cannot be justified?					
<p>The effect is mainly neutral because –</p> <ul style="list-style-type: none"> - The Council has for approx. five years worked in partnership with Accrington and Rossendale College to deliver a free of charge ten week course for new drivers. The course includes, basic Maths, English, disability and customer awareness modules. - The Council works in partnership with the Police. The partnership has recently delivered, a pilot CCTV scheme in taxis, Christmas safety campaign and a safety campaign to get customers to pay their fares 'up front' - Licensing staff have undergone training e.g. Equality and Diversity, Hate Crime, Customer Focus, to ensure race, religion or gender doesn't become an issue. Staff are aware of Friday prayers etc., when arranging meetings with the taxi trade. - The Council has complaint and grievance procedures in place to tackle positive/negative aspects of Hackney and Private Hire licensing. - Disabled access is covered by ensuring all 62 Hackney Carriages have disabled access - This has a positive effect with medium impact on disability. 					
5. Should the policy procedure proceed to stage 2 Partial impact assessment or stage 3 Full Impact Assessment?					
<p>STAGE 2 <input type="checkbox"/></p> <p>STAGE 3 <input type="checkbox"/></p>					
6. What dates will the stage 2 or stage 3 impacts Assessment be completed by?					
N/A					

7. Has this Initial Screening been sent to the HR department to be uploaded on the internet?	
YES	X
NO	<input type="checkbox"/>
8. (HR Policies Only) Is the Policy consistent with employment Codes of Practice on Race, Gender and Disability? If not what else needs to be included	

Name Service Area

Signed Dated

Service Manager Signature

Approved by Departmental Equalities Representative.

Signed **Date 23/03/2010**

If any actions have been identified, please state date of review:
 (This is usually 12 months after the initial EIA has taken place)