

Equality Impact Assessment

Service Area: Licensing

Head of Service: Jeremy Mann

Lead Officer: Katy Nicholls

Date of Assessment: 20/01/2022

Person responsible for completing the assessment: Katy Nicholls

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Name of policy/function/project/service area to be assessed:

Hackney Carriage and Private Hire Policy Review

Brief description of proposal to be assessed: Bringing existing policy in line with the Department of Transport Standards document and in particular the introduction of a new convictions policy and associated changes to mandate safeguarding training for taxi and private hire drivers

Proposed implementation date of project/proposal: Various dates outlined in the policy, but initially 1 March 2022

Brief description of the anticipated outcomes of the proposal:

Provision	Current Arrangement	Proposed Arrangement	Comment
New Convictions Policy	ND policy based on former guidance	ND policy based on latest IOL and DFT documentation	To bring in line with DFT standards
Introduction of DBS update service requirement	Enhanced DBS	Enhanced DBS and sign up to the update service	To bring in line with DFT standards
Enhanced requirements in terms of DBS for operators	No DBS	DBS requirement outlined for new and existing operators	To bring in line with DFT standards
Introduction of mandatory safeguarding training	Newsletters and advice offered and previous training offered but not mandated	One year period for existing drivers to undertake training	To bring in line with DFT standards

Impact:

Summarise any positive impacts or benefits, any negative impacts (i.e. potential for discrimination, disadvantage or disproportionate treatment) and any neutral impacts and the evidence you have taken into account to reach this conclusion. Be aware that there may be positive, negative and neutral impacts within each characteristic. (NOTE: please refer to the Equality Strategy for the characteristics) Where an impact is unknown, state so, and identify what steps will be taken to address any gaps in data:

Positive impact in terms of heightened awareness of CSE and safeguarding issues through training which will be mandated, this should be of benefit in relation to children and vulnerable persons in particular. Positive impact on public safety by way of improved robustness of driver convictions policy and improved receipt of data in terms of DBS certification etc.

Consideration of Alternatives:

Describe what alternatives have been considered and/or what actions will be taken to remove or minimise any potential negative effect identified above (attach evidence or provide link to appropriate data, reports, etc):

Introduction of policy changes to meet statutory guidance, no alternatives considered largely due to the nature of the guidance being statutory and a need to implement this in a timely way. The only slight variation to the standards is outlined within the report and this relates to the applicability of the convictions guidelines to existing drivers. NDC do not hold DBS certificates after licences have been determined due to previous advice pertaining to data protection and retention, therefore insufficient

data is held to undertake a full review of existing holders, and this is something which is in common with other Devon authorities.

Consultation:

Brief description of any consultation with stakeholders and summarise how it has influenced the proposal. Please attach evidence or provide link to appropriate data or reports:

Consultation with the taxi and private hire trade was undertaken and is fully detailed in Appendix C of the report. All consultation feedback and the manner in which this influenced the policy review is contained in the above appendix.

Funding Considerations:

A nominal £10 fee is sought to administer any safeguarding training as appropriate.

Date approved by Head of Service: 20/01/2022

Reporting and Publication:

Equality Impact Assessments will be published on North Devon Council's website.

The completion of an Equality Impact Assessment is an ongoing process. Impacts will be continually reviewed during projects and the decision making process and the Assessment will be updated accordingly and published.

A further assessment will also be undertaken between 6 to 12 months following the implementation of the policy, project, decision or service change has been implemented.

Please also confirm the date on which you will be re-considering the project/report and submitting a further EIA if applicable.

1 September 2022

Monitoring Arrangements:

Briefly describe the monitoring arrangements/systems that will be put in place to monitor the effects of this proposal.

Licensing case officers/Licensing Officers to monitor applications for DBS update service and training uptake (for CSE/safeguarding) and report to Public Protection Manager with any issues arising.

Date approved by Head of Service: 20/01/2022

Corporate and Community Services Use Only: Date of publication to NDC Website: 25/01/2022