

Equality Impact Assessment

Service Area: Licensing

Head of Service: Jeremy Mann

Lead Officer: Katy Nicholls

Date of Assessment: 08/11/2022

Person responsible for completing the assessment: Katy Nicholls

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

Proposed amendment to hackney carriage and private hire driver qualification standards.

Brief description of proposal to be assessed: Proposed amendments to the policy, to react to concerns over the length of time taken to gain a hackney carriage/private hire driver's licence.

Proposed implementation date of project/proposal: Approval recommended by Strategy and Resources Committee for a policy amendment which was in turn recommended by Licensing and Community Safety Committee during their meeting of the 11 October 2022. The recommendation is namely to approve a new alternative qualification for taxi and private hire drivers to be gained prior to application for a licence.

Brief description of the anticipated outcomes of the proposal:

Provision	Current Arrangement	Proposed Arrangement	Comment
Addition of a new qualification to provide for the most efficient application process for prospective taxi and private hire driver applicants.	Driver requirement to undertake BTEC Level 2 Certificate in the Introduction to the Role of the Professional Taxi and Private Hire Driver (previously named the BTEC Intermediate Award in Transporting Passengers by Taxi and Private Hire)	Applicants to have the option of attending a new approved licenced driver course OR BTEC/ NVQ qualification.	Amendment proposed to increase efficiency of process/increase speed of driver licence application process for new applicants.

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:

Neutral impact.

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):

Licensing and Community Safety Committee considered five options outlined in the report to Licensing and Community Safety Committee on the 11 October 2022.

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:

Proposed policy amendment resulted from reaction to concerns raised by trade. Additional consultation not deemed necessary due to an expansion of options available to applicants.

Funding Considerations:

No funding considerations relevant in terms of the proposals.

Date approved by Head of Service: 08/11/2022

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.

Review of course and arrangements after 6 months, alongside any feedback received after initial implementation

Monitoring Arrangements:

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

Monitoring by way of discussions during driver interview process.

Date approved by Head of Service: 08/11/2022

Corporate and Community Services Use Only: Date of publication to NDC
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