

## PART A - Initial Equality Screening Assessment

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

A **screening** process can help judge relevance and provide a record of both the process and decision. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an Equality Analysis (Part B).

Further information is available in the Equality Screening and Analysis Guidance – see page 9.

1. Title	
<b>Title: Review of RMBC Hackney Carriage and Private Hire Licensing Policy</b>	
<b>Directorate: Regeneration and Environment</b>	<b>Service area: Licensing</b>
<b>Lead person: Alan Pogorzelec</b>	<b>Contact: Alan Pogorzelec</b>
Is this a:	
<input checked="" type="checkbox"/> <b>Strategy / Policy</b>	<input type="checkbox"/> <b>Service / Function</b> <input type="checkbox"/> <b>Other</b>
<b>If other, please specify</b>	

2. Please provide a brief description of what you are screening
In March 2020, the Council introduced a revised Hackney Carriage and Private Hire Licensing Policy. This policy built on the previous policy (introduced in 2015) which was widely seen to be setting the standard for other local authorities to benchmark against in relation to Taxi and Private Hire licensing.
The 2020 policy is now due for review, and provides an opportunity to ensure that the Council's approach to taxi and private hire licensing continues to reflect best practice, addresses local challenges and sets standards that will ensure that the

standard of licensed driver, vehicle and operator in Rotherham remains second to none.

This assessment is being carried out in relation to a report which outlines the key proposals for inclusion in a revised policy and seeks approval from Cabinet to commence a period of consultation in relation to these proposals.

### 3. Relevance to equality and diversity

All the Council's strategies/policies, services/functions affect service users, employees or the wider community – borough wide or more local. These will also have a greater/lesser relevance to equality and diversity.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, civil partnerships and marriage, pregnancy and maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc.

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	X	
Could the proposal affect service users? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	X	
Has there been or is there likely to be an impact on an individual or group with protected characteristics? <i>(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)</i>	X	
Have there been or likely to be any public concerns regarding the proposal? <i>(It is important that the Council is transparent and consultation is carried out with members of the public to help mitigate future challenge)</i>	X	
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? <i>(If the answer is yes you may wish to seek advice from commissioning or procurement)</i>	X	
Could the proposal affect the Council's workforce or employment practices? <i>(If the answer is yes you may wish to seek advice from your HR business partner)</i>		X
If you have answered no to all the questions above, please explain the reason		

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If you have answered **no** to all the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

#### 4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.

Considering equality and diversity will help to eliminate unlawful discrimination, harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).

- *How have you considered equality and diversity?*

*There is currently limited information on the demographic profile of private hire and hackney carriage drivers; however it should be possible to provide detailed information in relation to age and sex, and some information regarding ethnicity.*

*Hackney Carriage / Private Hire drivers, vehicle licence holders and Private Hire Operators are occupational groups and are not protected characteristics under equalities legislation. However it is recognised that individuals from groups who share a protected characteristic are heavily represented within the licensed trade and therefore there is a need to ensure that the proposals do not have an adverse effect on them solely due to the protected characteristic.*

*The service does not have any data in relation to service users, but it is anticipated that the proposals will have a positive impact on service users as it ensures improved standards, customer safety and legislative compliance.*

*The service will ensure that we undertake comprehensive consultation on the proposals – this will include consultation with:*

- *Representatives of the local Licensed Trade*
- *Council Members and Members group*
- *Licensing Board*
- *Members of the public*
- *South Yorkshire Police*
- *Groups representing older people, young people, people with disabilities and other similar groups*
- *Groups representing the interests of passengers*
- *NACRO*
- *Groups representing survivors / victims of crime*

<ul style="list-style-type: none"> <li>• <i>Neighbouring Local Licensing Authorities</i></li> </ul> <p><i>The consultation will run for a period of at least 12 weeks and a full Equality Assessment will be carried out as part of the consultation process.</i></p>	
<ul style="list-style-type: none"> <li>• <b>Key findings</b></li> </ul> <p><i>As has been referred to above, the proposals in this report will apply equally to all licence holders – however it is possible that the proposals will affect a group sharing a protected characteristic due to the numbers that choose to work in the trade. Examples are:</i></p> <p><i>Ethnicity – individuals from (or with family connections to) the Indian Sub-Continent are heavily represented in the licensed trade.</i></p> <p><i>Gender – the majority of licence holders are male.</i></p> <p><i>These issues will be taken into consideration and assess the impact that these proposals may have in order to avoid certain groups benefitting from the proposals at the expense of another.</i></p>	
<ul style="list-style-type: none"> <li>• <b>Actions</b></li> </ul> <p><i>Undertake full consultation on the proposals (see above) and ensure that a full rationale is provided in relation to each of the proposals that are contained in the report.</i></p>	
Date to scope and plan your Equality Analysis:	TBC once date for consultation has been confirmed.
Date to complete your Equality Analysis:	TBC – once consultation has completed.
Lead person for your Equality Analysis (Include name and job title):	Alan Pogorzelec (Licensing Manager)

5. Governance, ownership and approval		
Please state here who has approved the actions and outcomes of the screening:		
Name	Job title	Date
Alan Pogorzelec	Licensing Manager	10 <sup>th</sup> May 2023

## 6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy of **all** screenings should also be sent to [equality@rotherham.gov.uk](mailto:equality@rotherham.gov.uk) For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

<b>Date screening completed</b>	10 <sup>th</sup> May 2023
<b>Report title and date</b>	Review of RMBC Hackney Carriage and Private Hire Licensing Policy
<b>If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication</b>	Cabinet – 19 <sup>th</sup> June 2023
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	10 <sup>th</sup> May 2023