

# Diversity impact assessment

<b>TITLE</b> Name / description of the issue being assessed	Amendment to the Hackney Carriage and Private Hire Policy
<b>DATE</b> Date the DIA is completed	25 July 2023
<b>LEAD OFFICER</b> Name, title and dept of person responsible for carrying out the DIA.	Mandy Francis Licensing Manager Gravesham and Medway Shared Licensing Service

## 1 Summary description of the proposed change

- What is the change to policy / service / new project that is being proposed?
- How does it compare with the current situation?

Include the following mandatory condition:

All licensed Hackney Carriage and Private Hire Vehicles must be equipped with a card payment system in accordance with the Guidance for Electronic Payment Devices.

## 2 Summary of evidence used to support this assessment

- Eg: Feedback from consultation, performance information, service user records etc.
- Eg: Comparison of service user profile with Medway Community Profile

A 6 week consultation with the trade, Medway Councillors and the public was undertaken. 153 responses were received from the trade with 47 agreeing with the policy change, 73 objecting and 3 not specifying their option. 20 responses were received from Councillors; all agreeing to the policy change. No responses were received from the public.

## 3 What is the likely impact of the proposed change?

Is it likely to :

- Adversely impact on one or more of the protected characteristic groups?
- Advance equality of opportunity for one or more of the protected characteristic groups?
- Foster good relations between people who share a protected characteristic and those who don't?

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age	Yes	No	No
Disability	No	No	No
Gender reassignment	No	No	No
Marriage/civil partnership	No	No	No
Pregnancy/maternity	No	No	No

# Diversity impact assessment

<b>Race</b>	No	No	No
<b>Religion/belief</b>	No	No	No
<b>Sex</b>	No	No	No
<b>Sexual orientation</b>	No	No	No
<b>Other (eg low income groups)</b>	Yes	No	No

#### 4 Summary of the likely impacts

- Who will be affected?
- How will they be affected?

The older generation of licensed drivers may struggle initially with the technology of setting up and operating card payment machines.

#### 5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

- What alternative ways can the Council provide the service?
- Are there alternative providers?
- Can demand for services be managed differently?

The Medway Licensed Taxi Drivers Association have offered to provide training and assistance to any licensed driver requiring it.

#### 6 Action plan

- Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

<b>Action</b>	<b>Lead</b>	<b>Deadline or review date</b>
Training to be provided by the MLTDA to any driver requiring assistance	MF/ML TDA	As required

# Diversity impact assessment

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## **7 Recommendation**

The recommendation by the lead officer should be stated below. This may be:

- to proceed with the change, implementing the Action Plan if appropriate
- consider alternatives
- gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

For Members of the Licensing and Safety Committee to consider the post consultation report and determine whether to proceed with the policy change and recommend to Full Council.

## **8 Authorisation**

The authorising officer is consenting that:

- the recommendation can be implemented
- sufficient evidence has been obtained and appropriate mitigation is planned
- the Action Plan will be incorporated into the relevant Service Plan and monitored

**Assistant Director**

**Date**