

## Equality Impact Assessment (EIA)

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Please contact the Project Management Office at [pmo@reading.gov.uk](mailto:pmo@reading.gov.uk) for advice and/or support to complete this form from a project perspective.

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Name of proposal/activity/policy to be assessed:  
Directorate: Economic Growth & Neighbourhood Services  
Service: Licensing  
Name: Rob Abell  
Job Title: Consumer Protection Group Manager  
Date of assessment: 26 September 2022

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### Version History

Version	Reason	Author	Date	Approved By
1	New	Rob Abell	26/9/22	Matt Golledge

## Scope your proposal

- What is the aim of your policy or new service/what changes are you proposing?

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The Hackney Carriage trade have requested to increase their tariffs. Such a fare rise is required to be accessed by members of the full licensing applications committee. This EqlA is accompanying that report which proposes to increase the 'flag drop' rate by £1. This flat rate is the initial cost borne by a customer by getting in the cab, and does not relate to time spent or distance travelled. The committee can approve, reject, or amend the proposal.

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- **Who will benefit from this proposal and how?**

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The hackney carriage trade will benefit from any fare rise. This will increase their income for each journey by £1, but proportionally works out better for them on short journeys. The increased costs faced by taxi drivers to run and maintain their vehicles as well as additional business costs (insurance, etc.) is cited as the reason behind the request.

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- **What outcomes does the change aim to achieve and for whom?**

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The change is proposed to the hackney carriage fares tariff taxi drivers are required to use to collect fares for journeys taken by the public. The outcome would be to increase takings for taxi drivers.

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- **Who are the main stakeholders and what do they want?**

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The hackney carriage trade are requesting a fare rise because of the economic climate which has pushed up the cost of living including the price of fuel which is their main expense.

The other main stakeholders are the customers who will pay £1 more per journey than currently.

The balance is to ensure that taxi drivers receive an appropriate/competitive income against ensuring that customers pay a fair price for the service.

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## Assess whether an EqlA is Relevant

How does your proposal relate to eliminating discrimination; advancing equality of opportunity; promoting good community relations?

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- **Do you have evidence or reason to believe that some groups may be affected differently than others (due to race, disability, sex, gender, sexuality, age, religious belief or due to belonging to the Armed Forces community)? Make reference to the known demographic profile of the service user group, your monitoring information, research, national data/reports etc.**

We have noted that those on low incomes with mobility problems will be more affected. It is likely that age will also be a factor. We do not currently have any data, but this EqlA is to raise the concern that people using taxis for short journeys such as to get the weekly supermarket shopping would be financially affected by this proposed change. That said, this fare increase will only apply to hackney carriages which are hailed or taken from a rank as opposed to being pre-booked. Pre-booked private hire vehicles (mini-cabs) are more likely to be used for the types of short journeys we are concerned about.

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- **Is there already public concern about potentially discriminatory practices/impact or could there be? Make reference to your complaints, consultation, feedback, media reports locally/nationally.**

No, however the elderly or persons who have reduced mobility may be impacted by the higher cost of travelling in a taxi if any fare rise is agreed.

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If the answer is **Yes** to any of the above, you need to do an Equality Impact Assessment.

If **No** you **MUST** complete this statement.

**An Equality Impact Assessment is not relevant because:**

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Completing officer

Lead Officer



Rob Abell

## Assess the Impact of the Proposal

Your assessment must include:

- **Consultation**
- **Collection and Assessment of Data**
- **Judgement about whether the impact is negative or positive**

Think about who does and doesn't use the service? Is the take up representative of the community? What do different minority groups think? (You might think your policy, project or service is accessible and addressing the needs of these groups, but asking them might give you a totally different view). Does it really meet their varied needs? Are some groups less likely to get a good service?

How do your proposals relate to other services - will your proposals have knock on effects on other services elsewhere? Are there proposals being made for other services that relate to yours and could lead to a cumulative impact?

**Example:** A local authority takes separate decisions to limit the eligibility criteria for community care services; increase charges for respite services; scale back its accessible housing programme; and cut concessionary travel.

Each separate decision may have a significant effect on the lives of disabled residents, and the cumulative impact of these decisions may be considerable.

This combined impact would not be apparent if decisions are considered in isolation.

### Consultation

How have you consulted with or do you plan to consult with relevant groups and experts. If you haven't already completed a Consultation form do it now. The checklist helps you make sure you follow good consultation practice.

[Consultation manager form - Reading Borough Council Dash](#)

Relevant groups/experts	How were/will the views of these groups be obtained	Date when contacted
No consultation has yet been conducted	No consultation has yet been conducted	No consultation has yet been conducted

## Collect and Assess your Data

Using information from Census, residents survey data, service monitoring data, satisfaction or complaints, feedback, consultation, research, your knowledge and the knowledge of people in your team, staff groups etc. describe how the proposal could impact on each group. Include both positive and negative impacts.

(Please delete relevant ticks)

- Describe how this proposal could impact on racial groups
- Is there a negative impact? ~~Yes~~ / No / ~~Not sure~~

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- Describe how this proposal could impact on Sex and Gender identity (include pregnancy and maternity, marriage, gender re-assignment)
  - Is there a negative impact? ~~Yes~~ / No / ~~Not sure~~

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- Describe how this proposal could impact on Disability
  - Is there a negative impact? ~~Yes~~ / ~~No~~ / Not sure

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The fare increase will only apply to hackney carriage cabs and not private hire (mini-cabs) so it is felt that it is unlikely to affect people who cannot drive or walk to the bus stop and require a door to door transport solution as those people are more likely to use a charity or pre-booked private hire driver for their essential journeys.

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- Describe how this proposal could impact on Sexual orientation (cover civil partnership)
  - Is there a negative impact? ~~Yes~~ / No / ~~Not sure~~
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- Describe how this proposal could impact on age
- Is there a negative impact? ~~Yes~~ / ~~No~~ / Not sure

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Elderly people may be more likely to need to use taxis, however for essential journeys from home would not be likely to use a hackney carriage.

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- Describe how this proposal could impact on Religious belief
  - Is there a negative impact? Yes / No / ~~Not sure~~
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- Describe how this proposal could impact on the Armed Forces community (including reservists and veterans and their families)
  - Is there a negative impact? Yes / No / ~~Not sure~~
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## Make a Decision

If the impact is negative then you must consider whether you can legally justify it. If not you must set out how you will reduce or eliminate the impact. If you are not sure what the impact will be you **MUST** assume that there could be a negative impact. You may have to do further consultation or test out your proposal and monitor the impact before full implementation.

(Delete numbers below which don't apply)

**1. No negative impact identified - Go to sign off**

~~**2. Negative impact identified but there is a justifiable reason**~~

~~You must give due regard or weight but this does not necessarily mean that the equality duty overrides other clearly conflicting statutory duties that you must comply with.~~

~~**3. Negative impact identified or uncertain**~~

~~What action will you take to eliminate or reduce the impact? Set out your actions and timescale~~

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- **How will you monitor for adverse impact in the future?**
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X 

X

Completing Officer

Lead Officer