

Equality Impact Assessment (EIA)

For advice on this document please contact Clare Muir on 72119 or email

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

Name of proposal/activity/policy to be assessed: Hackney Carriage & Private Hire Licensing Policy

Directorate: Economic Growth & Neighbourhood Services

Service: Licensing

Name: Rob Abell

Job Title: Consumer Protection Group Manager

Date of assessment: 24 June 2025

Version History

Version	Reason	Author	Date	Approved By
1	New	Rob Abell	24/6/25	Matt Golledge

Scope your proposal

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

The new policy is mainly bringing together various separate existing policies into one place and taking the opportunity to make some minor amendments to the standards expected of hackney carriage and private hire vehicles, operators and drivers. A new penalty-points system to Hackney Carriage drivers is proposed. At this committee stage we are asking that the draft policy goes out to consultation.

The policies which were previously separate and now brought together under this one all-encompassing policy include:

- Hackney Carriage and Private Hire Licensing Policy
- Hackney Carriage Licence Conditions
- Private Hire Licence Conditions
- Criminal Convictions Policy
- Penalty Points System

The change to the penalty points system is the introduction of a new system of applying penalty points to hackney carriage driver records of minor breaches of licence conditions. This replaces the previous warning letters scheme.

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

The transport users will benefit from a safe, reliable and transparent service. Vehicle owners, drivers and operators will benefit from having certainty around our licensing requirements. Residents will benefit from our continued drive to improve air quality by ensuring over time the vehicles become newer and cleaner.

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

The change to the penalty points system will improve our ability to enforce the licence conditions which ultimately protects the public.

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

The hackney carriage and private hire trades are the main stakeholders, and they want less regulation, however the purpose of a licensing scheme is to afford a level of protection for users and maintain standards. By increasing consumer confidence through effective enforcement we are maintaining the high status of the trades and protecting their economic interests. Users know they can confidently and safely use these modes of transport which increases custom for the drivers.

Assess whether an EqlA is Relevant

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

- 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 with mobility problems may be more inclined to use taxis and so may be more affected by any changes made in this policy. It is possible that age will also be a factor.

Drivers are predominantly from the global majority.

Overall, however, I do not feel that this policy will have any positive or negative impact on discrimination, equality of opportunity or community relations.

- 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.

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:

This policy is not anticipated to have any impact whatsoever on anyone within the protected characteristics disproportionately to the wider Reading populace.

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

The changes will apply to both hackney carriage cabs (taxis) and private hire (mini-cabs) so it has potential 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 pre-booked 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

Elderly people may be more likely to need to use taxis and minicabs.

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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~~

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

X

Completing Officer

Lead Officer