

South Staffordshire Council Equality Impact Assessments (EIA)

Introduction

As functions or policies are reviewed, or new ones developed, an Equality Impact Assessment (EIA) should be carried out to address the following legislation:

- The Race Relations (Amendment) Act 2000;
- Disability Discrimination (Amendment) Act 2006;
- Sex Discrimination Act 1975; and
- To help implement the Employment Equality Regulations on Sexual Orientation and Religion and Belief and Age.

EIAs can help South Staffordshire Council to meet the various stages of the Equalities Standard for Local Government and increasingly service inspections are asking questions about the findings of EIAs.

An EIA is a process to determine whether a policy or function has any "*differential impacts*" that could have an adverse (negative) implication on the basis of a person's race, gender, disability, sexual orientation, religion/belief or age. It is a method to ensure that a function or policy will not create any barriers that could prevent access to services or employment opportunities.

Explaining the toolkit

Equality Impact Assessment	
1	Title of Function or Policy to be assessed: Development of new literature for the trade and the public on the Taxi and Private Hire Licensing system.
2	Date: 03 November 2010
3	Name of Lead Officer: David Pattison, Director Legal & Public Health Protection Services (01902) 696132 d.pattison@sstaffs.gov.uk
4	EIA Team David Pattison Joan Cox Consultation with the Diversity Reference Group
5	Director/Head of Service/Service Manager: David Pattison – Director of Legal & Public Health Protection Services
6	Existing, new or review: Review

If you have any queries or comments about Equality Impact Assessments or about the toolkit, please contact:
Becky Harris, Policy and Partnerships, 01902 696537
Or email: b.harris@sstaffs.gov.uk

**South Staffordshire Council
Equality Impact Assessments (EIA)**

7	<p>Set out the aims/objectives/purposes/outcomes of the function or policy, and give a summary of the service provided:</p> <p>Review of existing taxi & private hire literature is required to ensure that the trade can readily access the policies and conditions of licence to ensure compliance. Clear and concise information will benefit and protect the trade and is essential to ensure the safety of the general public.</p>																														
8	<p>Linked policies, functions: Are there any other functions, policies or services which might be linked with this one for the purposes of this exercise?</p> <p>Corporate Strategy 2008-2012</p> <p>Aim 1 - To be a Council which protects and enhances South Staffordshire's distinctive environment.</p> <p>Aim 2 - To be a healthy and safe District in which to live, work and visit.</p> <p>Aim 3 - To be a District of thriving and sustainable communities.</p> <p>Aim 4 - To be a District recognised for strong community leadership and partnership working.</p> <p>Aim 5 - To be a well managed Council</p>																														
9	<p>Who is it intended to affect or benefit (the target population):</p> <p>Any member of the general public that uses taxis or private hire vehicles that are licensed by South Staffordshire Council. New and existing drivers that want to be or are licensed by South Staffordshire Council.</p>																														
10	<p>Within this table, state whether the policy or function will have a positive or negative impact across the following factors and provide any comments.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;"></th> <th style="width: 15%;">Positive Impact</th> <th style="width: 15%;">Negative Impact</th> <th style="width: 40%;">Comments</th> </tr> </thead> <tbody> <tr> <td>Age</td> <td style="text-align: center;">N</td> <td style="text-align: center;">N</td> <td>Improved communication & knowledge will have positive impact.</td> </tr> <tr> <td>Disability</td> <td style="text-align: center;">Y</td> <td style="text-align: center;">N</td> <td>Improved communication & knowledge will have positive impact.</td> </tr> <tr> <td>Gender</td> <td style="text-align: center;">N</td> <td style="text-align: center;">N</td> <td>Improved communication & knowledge will have positive impact</td> </tr> <tr> <td>Race</td> <td style="text-align: center;">Y</td> <td style="text-align: center;">N</td> <td>Improved communication & knowledge will have positive impact.</td> </tr> <tr> <td>Religion/belief</td> <td style="text-align: center;">N</td> <td style="text-align: center;">N</td> <td>Improved communication & knowledge will have positive impact</td> </tr> <tr> <td>Sexuality</td> <td style="text-align: center;">N</td> <td style="text-align: center;">N</td> <td>Improved communication & knowledge will have positive impact</td> </tr> </tbody> </table>				Positive Impact	Negative Impact	Comments	Age	N	N	Improved communication & knowledge will have positive impact.	Disability	Y	N	Improved communication & knowledge will have positive impact.	Gender	N	N	Improved communication & knowledge will have positive impact	Race	Y	N	Improved communication & knowledge will have positive impact.	Religion/belief	N	N	Improved communication & knowledge will have positive impact	Sexuality	N	N	Improved communication & knowledge will have positive impact
	Positive Impact	Negative Impact	Comments																												
Age	N	N	Improved communication & knowledge will have positive impact.																												
Disability	Y	N	Improved communication & knowledge will have positive impact.																												
Gender	N	N	Improved communication & knowledge will have positive impact																												
Race	Y	N	Improved communication & knowledge will have positive impact.																												
Religion/belief	N	N	Improved communication & knowledge will have positive impact																												
Sexuality	N	N	Improved communication & knowledge will have positive impact																												

If you have any queries or comments about Equality Impact Assessments or about the toolkit, please contact:
 Becky Harris, Policy and Partnerships, 01902 696537
 Or email: b.harris@sstaffs.gov.uk

**South Staffordshire Council
Equality Impact Assessments (EIA)**

11	<p>What evidence do you have for the statements you have made above?</p> <p>Review and development of new literature will make policies and conditions clearer and make information more accessible and assist with the more complex areas of the law removing anomalies that may currently exist.</p> <p>The 'Taxi Handbook' has been developed in consultation with the trade which included the development of a specific policy working group.</p>
<p>12. From evidence given at Q.11 what actions, if any, will you need to take against each of the following equality strands:</p>	
<p>Disability: Literature that provides access to clear and concise information will assist the trade in the delivery of the services they provide. People with disabilities rely on taxis and private hire vehicles, where public transport is inaccessible and improving services will have a positive impact. Whilst any applicant/driver must be sufficiently fit medically to drive a vehicle the 'Taxi Handbook' offers further help "If any applicant has any particular needs as a result of a disability or otherwise he/she should let the Licensing team know"</p>	
<p>Race: A review of the literature ensures that information is provided in a clear and concise way that can be more easily understood by everyone especially where English is not their first language. The Taxi Handbook, which has been produced states that "If any applicant struggles with their English they should contact the Licensing team and we will happily put them in contact with training providers who may be able to offer free training to improve their English".</p>	
<p>Gender: N/A</p>	
<p>Age: N/A</p>	
<p>Religion/belief: N/A</p>	
<p>Sexuality: N/A</p>	
<p>13. Briefly explain how the policy or function contributes to Community Cohesion by answering the following questions:</p> <p style="padding-left: 40px;">How will it provide equality of access to services, information and employment?</p> <p style="padding-left: 40px;">It ensures that the trade have sufficient knowledge of the relevant laws, policies and conditions of licence in order to carry out their job more efficiently.</p> <p style="padding-left: 40px;">Does it or could it celebrate diversity?</p> <p style="padding-left: 40px;">Provides opportunity for anyone who has the right to work in the UK to access information in order to carry out their job more effectively.</p> <p style="padding-left: 40px;">Will it or could it promote good relationships within and between communities?</p>	

If you have any queries or comments about Equality Impact Assessments or about the toolkit, please contact:
 Becky Harris, Policy and Partnerships, 01902 696537
 Or email: b.harris@sstaffs.gov.uk

**South Staffordshire Council
Equality Impact Assessments (EIA)**

Information will make the trade less vulnerable ensuring that they understand the requirements of working in the industry, resulting in greater public safety for those using their services.

How will it help to prevent social exclusion?

This policy aims to improve standards of communication & ensuring that new and existing drivers have sufficient knowledge to do their job effectively. Subsequently, improved delivery and engagement should have a positive impact upon all residents and groups within and outside of the district who use this mode of transport.

Will it help to reintegrate those who have become excluded?

Literature that provides clear information may assist anyone who wants to enter the trade to understand the requirements and allow them to assess their skills accordingly.

How will it provide good quality, inclusive services?

Everyone involved in the trade will have the opportunity to access sufficient knowledge of the relevant laws, policies and conditions of being licensed with South Staffordshire Council. It is hoped that it will raise the profile of operators, drivers and vehicles, improving safety for the trade as well as that of the members of public that use this mode of transport.

14. Consultation:

Describe what consultation has been undertaken on this function or policy, who was involved and the outcome.

Taxi Forum, policy working group involving consultation with the trade.
Department of Transport Best Practice Guide

Director/Head of Service:

I am satisfied with the results of this EIA

I have seen the Councils (3) Equality Schemes or Equality Action Plan and am satisfied with the contribution it can make.

I agree to review the Action Plan after 12 Months with the Directorate's Equality representative.

Signature of Head of Service:

