

## 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	
<b>1</b>	<b>Title of Function or Policy to be assessed:</b> Taxi/ Private Hire Test for all new drivers
<b>2</b>	<b>Date:</b> 01/07/2010
<b>3</b>	<b>Name of Lead Officer:</b>  David Pattison, Director Legal & Licensing (01902) 696132 d.pattison@sstaffs.gov.uk
<b>4</b>	<b>EIA Team</b> David Pattison Joan Cox Diversity Reference Group
<b>5</b>	<b>Director/Head of Service/Service Manager:</b> David Pattison – Director Legal & Licensing
<b>6</b>	<b>Existing, new or review:</b>  New

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<b>7</b>	<p><b>Set out the aims/objectives/purposes/outcomes of the function or policy, and give a summary of the service provided:</b></p> <p>This new policy is to ensure that each applicant has a sufficient knowledge of the relevant laws and sufficient standard of English to carry out the job.</p>																														
<b>8</b>	<p><b>Linked policies, functions: Are there any other functions, policies or services which might be linked with this one for the purposes of this exercise?</b></p> <p>Corporate Strategy 2008-2012 Aim 2 - To be a healthy and safe District in which to live, work and visit. Aim 5 - To be a well managed Council</p>																														
<b>9</b>	<p><b>Who is it intended to affect or benefit (the target population):</b></p> <p>Any member of the general public that uses taxis or private hire vehicles that are licensed by South Staffordshire Council. New drivers that want to be licensed by South Staffordshire Council.</p>																														
<b>10</b>	<p><b>Within this table, state whether the policy or function will have a positive or negative impact across the following factors and provide any comments.</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;"></th> <th style="width: 15%;">Positive Impact</th> <th style="width: 15%;">Negative Impact</th> <th style="width: 45%;">Comments</th> </tr> </thead> <tbody> <tr> <td>Age</td> <td style="text-align: center;"><b>Y</b></td> <td style="text-align: center;"><b>N</b></td> <td>Improved communication &amp; knowledge will have positive impact.</td> </tr> <tr> <td>Disability</td> <td style="text-align: center;"><b>Y</b></td> <td style="text-align: center;"><b>N</b></td> <td>Improved communication &amp; knowledge will have positive impact.</td> </tr> <tr> <td>Gender</td> <td style="text-align: center;"><b>Y</b></td> <td style="text-align: center;"><b>N</b></td> <td>Improved communication &amp; knowledge will have positive impact</td> </tr> <tr> <td>Race</td> <td style="text-align: center;"><b>Y</b></td> <td style="text-align: center;"><b>Y</b></td> <td>Applicants that struggle with their English may experience difficulty in reaching the required standard set by the test. However, contact details of training providers who may be able to offer free training to improve English skills will be provided.</td> </tr> <tr> <td>Religion/belief</td> <td style="text-align: center;"><b>Y</b></td> <td style="text-align: center;"><b>N</b></td> <td>Improved communication &amp; knowledge will have positive impact</td> </tr> <tr> <td>Sexuality</td> <td style="text-align: center;"><b>Y</b></td> <td style="text-align: center;"><b>N</b></td> <td>Improved communication &amp; knowledge will have positive impact</td> </tr> </tbody> </table>				Positive Impact	Negative Impact	Comments	Age	<b>Y</b>	<b>N</b>	Improved communication & knowledge will have positive impact.	Disability	<b>Y</b>	<b>N</b>	Improved communication & knowledge will have positive impact.	Gender	<b>Y</b>	<b>N</b>	Improved communication & knowledge will have positive impact	Race	<b>Y</b>	<b>Y</b>	Applicants that struggle with their English may experience difficulty in reaching the required standard set by the test. However, contact details of training providers who may be able to offer free training to improve English skills will be provided.	Religion/belief	<b>Y</b>	<b>N</b>	Improved communication & knowledge will have positive impact	Sexuality	<b>Y</b>	<b>N</b>	Improved communication & knowledge will have positive impact
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<b>11</b>	<p><b>What evidence do you have for the statements you have made above?</b></p> <p>Improving the standards of new drivers will benefit them &amp; also anyone who uses this mode of transport. Assistance will be given to any applicant that struggles with their English. If any applicant has any particular needs as a result of a disability or otherwise assistance will be provided.</p>																														

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**12. From evidence given at Q.11 what actions, if any, will you need to take against each of the following equality strands:**

**Disability:** Applicants must be sufficiently fit medically to drive a vehicle & are required to meet the Medical Standards of Fitness to Drive Group 2 entitlement issued by Drivers Medical Group, DVLA, Swansea. However, if any applicant has particular needs as a result of a disability assistance will be provided.

**Race:** If an applicant has resided in another country within the last 5 years they are required to produce a Certificate of Good Conduct or equivalent document in order that a full 5 year address history is obtained for all applicants. Applicants must also have the right to work in the UK and a sufficient standard of English to allow them to communicate effectively. Contact with training providers who may be able to offer free training to improve applicants English will be provided.

**Gender:** N/A

**Age:** N/A

**Religion/belief:** N/A

**Sexuality:** N/A

**13. Briefly explain how the policy or function contributes to Community Cohesion by answering the following questions:**

**How will it provide equality of access to services, information and employment?**

It provides the opportunity for employment & provides confidence to potential employers that new applicants have sufficient knowledge of the relevant laws and sufficient English to carry out the job.

**Does it or could it celebrate diversity?**

Provides opportunity for employment for anyone who has the right to work in the UK.

**Will it or could it promote good relationships within and between communities?**

Profile of drivers within the district will be raised increasing confidence to members of the public using their services.

**How will it help to prevent social exclusion?**

This policy aims to improve standards of communication & ensuring that new 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.

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**Will it help to reintegrate those who have become excluded?**

It may assist anyone who has become excluded because of their standard of English by providing contact details of training providers who may be able to offer free training to improve English skills.

**How will it provide good quality, inclusive services?**

The new policy is to ensure that each applicant has a sufficient knowledge of the relevant laws and sufficient English to carry out the job. It is hoped that it will raise the profile of drivers and improve their own safety 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.

Health and Safety Risk Assessment with Safety Officer, Human Resources.

Road Safety Officer (Training) Staffordshire County Council.

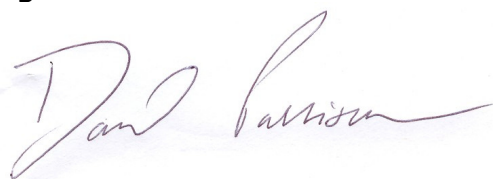
**Director/Head of Service:**

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:**



**Completion of the Toolkit:**

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