

**Winchester City Council
Equality Impact Assessment Template (EqIA)**

Section 1 - Data Checklist

When undertaking an EqIA for your policy or project, it is important that you take into consideration everything which is associated with the policy or project that is being assessed.

The checklist below is to help you sense check your policy or project before you move to Section 2.

		Yes/No	Please provide details
1	Have there been any complaints data related to the policy or project you are looking to implement?	No	No complaints have been received in relation to the Council's proposal to review the hackney carriage fares for the Winchester district. One respondent to the pre-consultation survey sent out to the hackney carriage and private hire trade indicated that they did not consider a fare review necessary. Reasons for this were not given or expanded on. It is acknowledged that the Licensing and Regulation Committee's proposals will be subject to public consultation and that objections may be received in response to this.
2	Have all officers who will be responsible for implementing the policy or project been consulted, and given the opportunity to raise concerns about the way the policy or function has or will be implemented?	Yes	The proposals have been discussed with all officers of the Licensing Department, the Service Lead for Public Protection, the Corporate Head of Service and the Council's Executive Officers. The Legal Department have reviewed the proposals. All officers have been invited to raise concerns and make comments on the proposals prior to their submission to the Licensing and Regulation Committee.
3	Have previous consultations highlighted any concerns about the policy or project from an equality impact perspective?	No	The hackney carriage fares were previously increased in 2011, with a further review in 2016 that resulted in no increase. No concerns were raised in either year from an

		Yes/No	Please provide details
			equality impact perspective.
4	<p>Do you have any concerns regarding the implementation of this policy or project?</p> <p><i>(i.e. Have you completed a self-assessment and action plan for the implementation of your policy or project?)</i></p>	Yes	<p>Implementation of this proposal will be managed within the Licensing Department's current resources.</p> <p>It is acknowledged that implementation of any increase to hackney carriage fares may adversely impact those on lower incomes, and those who rely on taxis to travel regularly due to accessibility issue or disability.</p> <p>Public consultation will aim to capture the views of those who may be disadvantaged by the proposal made by the Licensing and Regulation Committee.</p>
5	Does any accessible data regarding the area which your work will address identify any areas of concern or potential problems which may impact on your policy or project?	Yes	The report to the Licensing and Regulation Committee makes reference to the possible adverse impact on those on lower incomes, and those who rely on taxis to travel regularly due to accessibility issue or disability.
6	Do you have any past experience delivering similar policies or projects which may inform the implementation of your scheme from an equality impact point of view?	Yes	<p>The Licensing Manager has reviewed both the fare reviews from 2011 and 2016 prior to making these proposals to the Licensing and Regulation Committee.</p> <p>The Council's most recent fare increase in 2011 and no equality impact issues have been documented in relation to this.</p>
7	Are there any other issues that you think will be relevant?	No	Not applicable.

Section 2 - Your EqIA form

Directorate: Place	Your Service Area: Public Protection	Team: Licensing	Officer responsible for this assessment: Briony Appletree	Date of assessment: 25/08/2022
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	Question	Please provide details
1	What is the name of the policy or project that is being assessed?	Review of Hackney Carriage Fares 2022
2	Is this a new or existing policy?	New
3	Briefly describe the aim and purpose of this work.	The Council seeks to review the hackney carriage fares set in the district, with the last review taking place in 2011, following a request from the Taxi and Private Hire Forum to undertake a review.
4	What are the associated objectives of this work?	To ensure that the Council fairly and openly considers the proposals to review the hackney carriage fares and puts a proposal forward for public consultation and Cabinet Member Decision Day.
5	Who is intended to benefit from this work and in what way?	Hackney carriage drivers working in the Winchester district have not seen a fare review since 2016 and not seen an increase since 2011. The significant rises in the cost of fuel and vehicle running costs have prompted the Taxi and Private Hire Forum to request a fare review.
6	What are the outcomes sought from this work?	The proposal supports the following Council Plan outcomes: Vibrant Local Economy, Living Well and Your Services, Your Voice.
7	What factors/forces could contribute or detract from the outcomes?	<ul style="list-style-type: none"> - Changes in central Government policies or legislation - Legal challenge of fare setting process - Objections against proposed fares put forward for public consultation by Licensing and Regulation Committee.
8	Who are the key individuals and organisations responsible	Winchester City Council's Licensing Team, Licensing and

	for the implementation of this work?	Regulation Committee and Cabinet Member for Place and Local Plan.
9	Who implements the policy or project and who or what is responsible for it?	Winchester City Council's Licensing Team.

		Please select your answer in bold . Please provide detail here.		
10a	Could the policy or project have the potential to affect individuals or communities on the basis of race differently in a negative way?	Y	N	Reviewing the hackney carriage fares and proposing a fare chart has no negative impact on individuals or communities on the basis of race.
10b	What existing evidence (either presumed or otherwise) do you have for this?	Race, or racial groups, are not relevant to the decision-making process in reviewing the hackney carriage fares or considering proposed fare charts. The race of any applicant for a driver, vehicle and/or operator licence, any person making objections, or any customer using a hackney carriage vehicle, is not relevant to the fare set and charged for a journey.		
11a	Could the policy or project have the potential to affect individuals or communities on the basis of sex differently in a negative way?	Y	N	Reviewing the hackney carriage fares and proposing a fare chart has no negative impact on individuals or communities on the basis of sex.
11b	What existing evidence (either presumed or otherwise) do you have for this?	Sex is not relevant to the decision-making process in reviewing the hackney carriage fares or considering proposed fare charts. The sex of any applicant for a driver, vehicle and/or operator licence, any person making objections, or any customer using a hackney carriage vehicle, is not relevant to the fare set and charged for a journey.		
12a	Could the policy or project have the potential to affect			Reviewing the hackney carriage fares and

	<p>individuals or communities on the basis of disability differently in a negative way?</p> <p><i>you may wish to consider:</i></p> <ul style="list-style-type: none"> • <i>Physical access</i> • <i>Format of information</i> • <i>Time of interview or consultation event</i> • <i>Personal assistance</i> • <i>Interpreter</i> • <i>Induction loop system</i> • <i>Independent living equipment</i> • <i>Content of interview</i> 	Y	N	proposing a new fare chart may have a negative impact on individuals or communities on the basis of disability.
12b	What existing evidence (either presumed or otherwise) do you have for this?	Those individuals or communities that rely on hackney carriage vehicles (taxis) for transport and independence, due to accessibility issues or additional needs / disability, may be impacted in a negative way by any increase in hackney carriage fares. Spending more on essential journeys may impact these individuals or communities, particularly where no alternative or more affordable transport methods are available.		
13a	Could the policy or project have the potential to affect individuals or communities on the basis of sexual orientation differently in a negative way?	Y	N	Reviewing the hackney carriage fares and proposing a fare chart has no negative impact on individuals or communities on the basis of sexual orientation.
13b	What existing evidence (either presumed or otherwise) do you have for this?	Sexual orientation is not relevant to the decision-making process in reviewing the hackney carriage fares or considering proposed fare charts. The sexual orientation of any applicant for a driver, vehicle and/or operator licence, any person making objections, or any customer using a hackney carriage vehicle, is not relevant to the fare set and charged for a journey.		
14a	Could the policy or project have the potential to affect			Reviewing the hackney carriage fares and

	individuals on the basis of age differently in a negative way?	Y	N	proposing a new fare chart may have a negative impact on individuals or communities on the basis of age.
14b	What existing evidence (either presumed or otherwise) do you have for this?	<p>Similarly to considerations around disability, those individuals or communities that rely on hackney carriage vehicles (taxis) for transport and independence due to age may be impacted in a negative way by any increase in hackney carriage fares. Spending more on essential journeys may impact these individuals or communities, particularly where no alternative or more affordable transport methods are available.</p> <p>This may negatively affect both ends of the age spectrum; those too young to be employed and make sufficient income to afford an increase in taxi fares, and those retired from working life and living on a pension or other limited funds.</p>		
15a	Could the policy or project have the potential to affect individuals or communities on the basis of religious belief differently in a negative way?	Y	N	Reviewing the hackney carriage fares and proposing a fare chart has no negative impact on individuals or communities on the basis of religious belief.
15b	What existing evidence (either presumed or otherwise) do you have for this?	<p>Religious belief is not relevant to the decision-making process in reviewing the hackney carriage fares or considering proposed fare charts. The religious belief(s) of any applicant for a driver, vehicle and/or operator licence, any person making objections, or any customer using a hackney carriage vehicle, is not relevant to the fare set and charged for a journey.</p>		
16a	Could this policy or project have the potential to affect individuals on the basis of gender reassignment differently in a negative way?	Y	N	Reviewing the hackney carriage fares and proposing a fare chart has no negative impact on individuals or communities on the basis of gender reassignment.
16b	What existing evidence (either presumed or otherwise) do you have for this?	<p>Gender reassignment is not relevant to the decision-making process in reviewing the hackney carriage fares or</p>		

		considering proposed fare charts. The gender reassignment of any applicant for a driver, vehicle and/or operator licence, any person making objections, or any customer using a hackney carriage vehicle, is not relevant to the fare set and charged for a journey.		
17a	Could this policy or project have the potential to affect individuals on the basis of marriage and civil partnership differently in a negative way?	Y	N	Reviewing the hackney carriage fares and proposing a fare chart has no negative impact on individuals or communities on the basis of marriage and civil partnership.
17b	What existing evidence (either presumed or otherwise) do you have for this?	Marriage and civil partnership is not relevant to the decision-making process in reviewing the hackney carriage fares or considering proposed fare charts. The marital or civil partnership status of any applicant for a driver, vehicle and/or operator licence, any person making objections, or any customer using a hackney carriage vehicle, is not relevant to the fare set and charged for a journey.		
18a	Could this policy or project have the potential to affect individuals on the basis of pregnancy and maternity differently in a negative way?	Y	N	Reviewing the hackney carriage fares and proposing a fare chart has no negative impact on individuals or communities on the basis of pregnancy and maternity
18b	What existing evidence (either presumed or otherwise) do you have for this?	Pregnancy and maternity is not relevant to the decision-making process in reviewing the hackney carriage fares or considering proposed fare charts. The pregnancy or maternity status of any applicant for a driver, vehicle and/or operator licence, any person making objections, or any customer using a hackney carriage vehicle, is not relevant to the fare set and charged for a journey.		
19	Could any negative impacts that you identified in questions 10a to 15b create the potential for the policy to discriminate against certain groups on the basis of protected	Y	N	

	characteristics?			
20	Can this negative impact be justified on the grounds of promoting equality of opportunity for certain groups on the basis of protected characteristics? Please provide your answer opposite against the relevant protected characteristic.	Y	N	<p>Race: No negative impact identified.</p> <p>Sex: No negative impact identified.</p> <p>Disability: Whilst it is recognised that adverse impact may be caused to individuals or groups with this protected characteristic, it is noted that the hackney carriage fares have not increased since 2011. All other authorities in Hampshire have increased their fares at least once since this 2011 and fuel prices have increased by approximately 30% since 2011. The Licensing and Regulation Committee need to balance the need for fares to increase to benefit the taxi trade with the affordability of fares and the potential equality impact on those with disabilities.</p> <p>Sexual orientation: No negative impact identified.</p> <p>Age: Whilst it is recognised that adverse impact may be caused to individuals or groups with this protected characteristic, it is noted that the hackney carriage fares have not increased since 2011. All other authorities in Hampshire have increased their fares at least once since this 2011 and fuel prices have increased by approximately 30% since 2011. The Licensing and Regulation Committee need to balance the need for fares to increase to benefit the taxi trade with the affordability of fares and the potential equality impact on those of certain ages.</p> <p>Gender reassignment: No negative impact</p>

				identified.
				Pregnancy and maternity: No negative impact identified.
				Marriage and civil partnership: No negative impact identified.
				Religious belief: No negative impact identified.
21	How will you mitigate any potential discrimination that may be brought about by your policy or project that you have identified above?			<ul style="list-style-type: none"> - Hackney carriage fares do not apply to other public transport methods, such as buses and private hire vehicles - The City Council maintains a reliable Park and Ride bus service for those without their own transport - Hampshire County Council maintains a reliable district-wide bus service for those without their own transport - All licensed hackney carriage drivers are required to undertake mandatory safeguarding and disability awareness training; a requirement not mandated by drivers of public service vehicles which, whilst usually cheaper, do not offer the same standard of service - It is illegal for hackney carriage drivers to charge more for the carriage of wheelchairs or assistance dogs, or for offering reasonable assistance to those with disabilities.
22	Do any negative impacts that you have identified above impact on your service plan?	Y	N	

Signed by completing officer	
Signed by Service Lead or	

Corporate Head of Service

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