

Equality and Safety Impact Assessment

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

Name or Brief Description of Proposal	Adoption of Taxi licensing policy statement
Brief Service Profile (including number of customers)	
Eastleigh Borough Council currently licences 107 hackney carriages, over 394 private hire vehicles, approximately 520 drivers and 51 operators. This involves more than 600 individuals.	
Summary of Impact and Issues	
<p>Taxis are used by almost everyone in our society occasionally, but they are used regularly by particularly vulnerable groups: children; the elderly; disabled people; and the intoxicated, and a taxi driver has significant power over a passenger who places themselves, and their personal safety, completely in the driver’s hands.</p> <p>Policy has to protect the public from the unscrupulous.</p> <p>This needs to be balanced with the rights of individuals that work in the trade and are also at risk of abuse, threat and violence.</p>	
Potential Positive Impacts	
Providing a clear comprehensive policy that protects the rights of those working in the trade whilst setting high standards of protection for the public will assist in making the city feel and be a safe place to live, work and visit. This in turn enhances business opportunities within the city.	

Responsible Manager	
Date	
Approved by Senior Manager	
Date	

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age		
Disability	Refusal to be taken (dogs and wheelchairs)	Adoption of Section 167 of Equality Act with clear policies attached to it.
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety	General crime, disorder and ASB	DBS checks, operator booking records, checks on staff.
Poverty		
Health and Wellbeing		
Other Significant Impacts	Individuals who are vulnerable, often as a result of intoxication are at the mercy of drivers	Enhanced DBS checks, clear policy on enforcement.