

# Hackney Carriage Livery Appendix A

## Equality Impact Assessment

For support in completing this EQIA, please consult the EQIA Guidance Document or contact [equality@rbwm.gov.uk](mailto:equality@rbwm.gov.uk)

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### 1. Background Information

Title of policy/strategy/plan:	Hackney Carriage Livery
Service area:	Housing and Public Protection / Trading Standards & Licensing
Directorate:	Place

#### **Provide a brief explanation of the proposal:**

- What are its intended outcomes?
- Who will deliver it?
- Is it a new proposal or a change to an existing one?

The proposal is to keep the current livery on existing RBWM licenced hackney carriages, and to introduce a new, smaller livery on hybrid and electric licenced hackney carriages as and when they are introduced

The intention is to maintain the look of the licenced vehicles, in line with the results of the consultation that was carried out

As the proposal is for the status quo for existing vehicles it will not need to be delivered.

The new livery for hybrid and electric licenced hackney carriages will be agreed by the Cabinet Member and Assistant Director

## 2. Relevance Check

**Is this proposal likely to directly impact people, communities or RBWM employees?**

- If No, please explain why not, including how you have considered equality issues.
- Will this proposal need a EQIA at a later stage? (for example, for a forthcoming action plan)

The proposal will have a direct effect on RBWM licenced hackney carriage drivers

If 'No', proceed to 'Sign off'. If unsure, please contact [equality@rbwm.gov.uk](mailto:equality@rbwm.gov.uk)

## 3. Evidence Gathering and Stakeholder Engagement

**Who will be affected by this proposal?**

For example, users of a particular service, residents of a geographical area, staff

The proposal will have a direct effect on RBWM licenced hackney carriage drivers as they operate the vehicles, and they want the livery on hackney carriages to be removed or reduced

Users of hackney carriages and the general public will not be affected as no changes are being introduced

**Among those affected by the proposal, are protected characteristics (age, sex, disability, race, religion, sexual orientation, gender reassignment, pregnancy/maternity, marriage/civil partnership) **disproportionately represented?****

For example, compared to the general population do a higher proportion have disabilities?

The protected characteristics race and religion will be disproportionately represented by this proposal as a very high percentage of RBWM licenced hackney carriage drivers are from ethnic minorities and from a particular religion

**What engagement/consultation has been undertaken or planned?**

- How has/will equality considerations be taken into account?
- Where known, what were the outcomes of this engagement?

A consultation has been carried out, see Appendix C of the report. This showed an overwhelming majority of respondents (87% of respondents who were not a licence hackney carriage or private hire driver) wanted to maintain the current livery as it is

**What sources of data and evidence have been used in this assessment?**

Please consult the Equalities Evidence Grid for relevant data. Examples of other possible sources of information are in the Guidance document.

The main source of information is the records held by RBWM Licensing which shows the high number of drivers affected being from ethnic minorities

#### 4. Equality Analysis

Please detail, **using supporting evidence**:

- How the protected characteristics below might influence the needs and experiences of individuals, in relation to this proposal.
- How these characteristics might affect the impact of this proposal.

Tick positive/negative impact as appropriate. If there is no impact, or a neutral impact, state 'Not Applicable'

More information on each protected characteristic is provided in the Guidance document.

	Details and supporting evidence	Potential positive impact	Potential negative impact
Age	The results of the consultation included two that said that the livery on RBWM licence hackney carriages was a benefit to elderly people in terms of safety and security	Yes	Not Applicable
Disability	At present all new hackney carriages are required to be wheelchair accessible. The intention is that this requirement is not changed so there should be no effect on the accessibility to hackney carriages for wheelchair users  The results of the consultation included two that said that the livery on RBWM licence hackney carriages was a benefit to disabled people in terms of safety and security	Yes	Not Applicable
Sex	The results of the consultation included two that said that the livery on RBWM licence hackney carriages was a benefit to women in terms of safety and security	Yes	Not Applicable

Race, ethnicity and religion	If agreed, the decision not to change the livery will have a disproportionate impact on drivers who are from ethnic minorities, and from a particular religion, because a high proportion of licenced drivers are from ethnic minorities and particular religions.	Not applicable	The decision not to change the livery will not be welcomed by the drivers
Sexual orientation and gender reassignment		Not Applicable	Not Applicable
Pregnancy and maternity		Not Applicable	Not Applicable
Marriage and civil partnership		Not Applicable	Not Applicable
Armed forces community		Not Applicable	Not Applicable
Socio-economic considerations e.g. low income, poverty		Not Applicable	Not Applicable
Children in care/Care leavers		Not Applicable	Not Applicable

## 5. Impact Assessment and Monitoring

*If you have not identified any disproportionate impacts and the questions below are not applicable, leave them blank and proceed to Sign Off.*

**What measures have been taken to ensure that groups with protected characteristics are able to benefit from this change, or are not disadvantaged by it?**

For example, adjustments needed to accommodate the needs of a particular group

The consultation demonstrated that the status quo was the preferred public option in respect of the livery so there is no change, but this will not be welcomed by the licenced drivers

**Where a potential negative impact cannot be avoided, what measures have been put in place to mitigate or minimise this?**

- For planned future actions, provide the name of the responsible individual and the target date for implementation.

Changes to reduce the livery will be implemented over time (approximately the next three to five years) as and when vehicles move from fossil fuels to hybrid or electric engines. This will accord in part with the suggestion of the drivers in their petition (see Appendix D to the report) in terms of the livery being smaller.

The relevant Assistant Director (currently the Assistant Director Housing and Public Protection) will agree the livery change

**How will the equality impacts identified here be monitored and reviewed in the future?**

See guidance document for examples of appropriate stages to review an EQIA.

As hybrids and electric vehicles are introduced, with a smaller livery, the views of the public and the hackney drivers will be sought as to the effects, both positive and negative. This is not likely to happen for three to five years

## 6. Sign Off

<b>Completed by: Greg Nelson</b>	<b>Date: 16/01/2024</b>
<b>Approved by: Ellen McManus-Fry</b>	<b>Date: 23/01/2024</b>

If this version of the EQIA has been reviewed and/or updated:

<b>Reviewed by:</b>	<b>Date:</b>
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