

# Equality Impact Assessment (EqIA)

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## Deciding what needs to be assessed

In theory all policies, decisions, services, projects and programmes should be impact assessed. The most practical approach is to assess as the proposal is being developed or as processes, services and policies come up for review making the EQIA part of the development process. Do not be put off by the list below, it does not mean that long and detailed assessments are required every time you are engaged in one of the activities. However, it does mean that you should always consider the equalities implications of your proposals.

### Policy

- New policy development
- Substantial revision of an existing policy or process
- Any change which may have a disproportionate impact on a particular group

### Decision

- Key decision
- Decision for management board/cabinet
- Budget change decision

### Service

- New service
- Service review, including the decommissioning of services
- Any service change which may have a disproportionate impact on a particular group

### Projects and programmes

- All, at planning stage

Further information: [Equality Impact Assessments - a user's guide](#)

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## Section One

Question	Response
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1.1	<b>Name of policy/decision/service/project/programme being assessed</b>	Cabinet request to increase the Taxi Tariff following an approach from the trade.
1.2	<b>Summary of aims and objectives of the policy/decision/service/project/programme</b>	<p>A request has been made by the Taxi trade to increase the taxi tariff (fares) they charge to the public. This is a legitimate request under the council's taxi policy.</p> <p>The council has to balance between to needs of the trade and appropriate cost to the customer, ensuring affordable and accessible taxis to the public, especially disadvantaged users who may be more dependent on affordable door to door transport than other members of society</p> <p>SBC does not have a specific model for defining fare increases. But it does use the Taxi and Private Hire Monthly National Hackney Fares Table as a comparator  <a href="https://content.yudu.com/web/43sy4/0A43sy5/PHTMMay2024/html/index.html?page=70&amp;origin=reader">https://content.yudu.com/web/43sy4/0A43sy5/PHTMMay2024/html/index.html?page=70&amp;origin=reader</a></p> <p>Swindon's current tariff is lists as 84th out of 344 LA's.</p> <p>The £1 proposed increase will move Swindon to around about 48th – a similar tariff to Wokingham. (about £8.15), this is less than Cheltenham or Stroud</p> <p>It should be noted that SBC Tariff is the maximum a HC driver can charge, they can charge less than that if they wish.</p> <p>If drivers feel it is too high they can lower it and if the public feel it is too high they can consider another transport option.</p> <p>A public notice has been issued to gain the views of the public. Any responses received will be considered as part of the decision making process.</p>
1.3	<b>Who is affected by the policy/decision/service/project/programme? (e.g. employees/service users/supplier/contractor)</b>	Taxi drivers and the public
1.4	<b>What involvement and consultation has been done in relation to this proposal? (e.g. with relevant groups and stakeholders)</b>	<p>An informal consultation with the Trade was undertaken and 74% supported the increase citing the cost of living and fuel as being a justifiable reason for the increase.</p> <p>A public notice has been published in the Swindon Advertiser 12 August – 26 August and any comments received will be considered as part of the decision making process.</p>
1.5	<b>What are the arrangements for</b>	The impact of the change will be noted if complaints are received from the public regarding fares charges

monitoring and reviewing the actual impact of the policy/funding activity/event?	
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## Section Two - Protected Characteristics

Protected Characteristic Group	Is there a potential for positive or negative impact? Is the impact neutral?	Please explain and give examples of any evidence/data used	Action to address negative impact (e.g. adjustment to the proposal)
Disability	Neutral	No impact expected	
Gender Reassignment	Neutral	No impact expected	
Marriage or Civil Partnership	Neutral	No impact expected	
Pregnancy and Maternity	Neutral	No impact expected	
Race	Neutral	No impact expected	
Religion or Belief	Neutral	No impact expected	
Sexual Orientation	Neutral	No impact expected	
Sex (gender)	Neutral	No impact expected	
Age	Neutral	No impact expected	
Children in Care and Care Leavers	Neutral	No impact expected	

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## Section Three- Evaluation

3.1	Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	Explanation/Justification  No
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Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will proceed.	Yes	
2. Stop at some point because the data shows	No	

bias towards one or more groups		
3. Adapt or change the event in a way which you think will eliminate the bias	No	
4. Barriers and impact have been identified, however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore proceed with caution with this knowing that it may favour some people less than others, providing justification for this decision.	No	

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## Section Four – Record Keeping

Will this EqIA be published* (*EqIA's should be published alongside relevant event paperwork including cabinet papers:	Available on request
Date Completed	8 <sup>th</sup> August 2024
Review date (if applicable)	

### Change Log:

Name	Date	Version	Change Made

Responsibilities			
<b>Name of person leading this EqIA</b>	Kate Bishop	<b>Date Completed</b>	08/08/24
<b>Names and roles of people involved in the consideration of impact</b>			
<b>Name of Director signing EqIA</b>	Richard Bell	<b>Date Signed</b>	