

Equality and Human Rights Impact Assessment - the Form

There are separate guidance notes to accompany this form – “Equality and Human Rights Impact Assessment – the Guide.” Please use these guidance notes as you complete this form. Throughout the form, **proposal** should be understood broadly to include the full range of our activities and could refer to a decision, policy, strategy, plan, procedure, report or business case, embracing a range of different actions such as setting budgets, developing high level strategies and organisational practices such as internal restructuring. Essentially everything we do!

STEP 1: Identify essential information

1. Committee Report No.

2. Name of proposal.

3. Officer(s) completing this form.

Name	Designation	Service	Directorate
Ruth O’Hare	Solicitor	Legal and Democratic	Corporate Governance

4. Date of Impact Assessment.

5. When is the proposal next due for review?

6. Committee Name.

7. Date the Committee is due to meet.

8. Identify the Lead Council Service and who else is involved in delivering this proposal (for example other Council services or partner agencies).

Litigation and Licensing, Legal and Democratic Services is the lead Council Service responsible for delivery of this proposal. It reports to the Licensing Committee on such matters.

Officers from Fleet Services and Communities and Housing will also require to participate in the delivery of the proposal.

9. Please summarise this Equality and Human Rights Impact Assessment (EHRIA). This must include any practical actions you intend to take or have taken to reduce, justify or remove any adverse negative impacts. This must also include a summary of how this proposal complies with the public sector equality duty for people with protected characteristics - see Step 2. **Please return to this question after completing the EHRIA.**

The Equality and Human Rights Impact Assessment (EHRIA) considered the impact of the proposal on the equality strands and concluded there to be no adverse negative impacts.

10. Where will you publish the results of the Equality and Human Rights Impact Assessment? Tick which applies.

- Para 9 of EHRIA will be published in committee report in Section 6 "Impact"
- Full EHRIA will be attached to the committee report as an appendix
- Copied to Equalities Team to publish on the Council website

STEP 2: Outline the aims of the proposal

11. What are the main aims of the proposal?

The main aims of the proposal is to present the results of the survey report on taxi demand to Members of the Licensing Committee and progress implementation of the recommendations in the report. The general benefit of the proposal is that it will assist in improving taxi service provision by increasing the number of vehicles available.

12. Who will benefit most from the proposal?

Members of the public.

13. You should assess the impact of your proposal on equality groups and tell us how implementing this proposal will impact on the needs of the public sector equality duty to: eliminate discrimination, harassment and victimisation; advance equality of opportunity; and foster good relations.

The implementation of the current proposal will have no adverse impact on equality groups. The addition of thirty taxi licences bringing the maximum number of taxi licences to 1079 will lead to an increased number of vehicles available for use by members of the public who may see an improvement in service provision. This may in turn foster improved relations with those customers. The proposal may also be of benefit to Taxi Marshals and Police Scotland as a reduction in the waiting times for taxi passengers may reduce the potential for disorder in the city centre at weekends.

STEP 3: Gather and consider evidence

15. What **evidence** is there to identify any potential positive or negative impacts in terms of involvement, consultation, research, officer knowledge and experience, equality monitoring data, user feedback and other? You must consider relevant evidence, including evidence from equality groups.

From officer knowledge it is not anticipated that individual equality strands will be affected differently to the community as a whole. The wider community will benefit as the additional taxi licences could meet the unmet demands for taxis evident from the findings of the survey report.

STEP 4: Assess likely impacts on people with Protected Characteristics

16. Which, if any, people with protected characteristics and others could be affected positively or negatively by this proposal? Place the symbol in the relevant box. Be aware of cross-cutting issues, such as older women with a disability experiencing poverty and isolation.

(Positive +, neutral 0, - negative)

Protected Characteristics					
Age - Younger	0	Disability	0	Gender Reassignment*	0
Older					
Marriage or Civil Partnership	0	Pregnancy and Maternity	0	Race**	0
Religion or Belief	0	Sex (gender)***	0	Sexual orientation****	0
Others e.g. poverty	0				

Notes:

* Gender Reassignment includes Transsexual

** Race includes Gypsy/Travellers

*** Sex (gender) i.e. men, women

**** Sexual orientation includes LGB: Lesbian, Gay and Bisexual

17. Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above.

In making the assessment you must consider relevant evidence, including evidence received from individuals and equality groups. Having considered all of these elements, you must take account of the results of such assessments. This requires you to consider taking action to address any issues identified, such as removing or mitigating any negative impacts, where possible, and exploiting any potential for positive impact. If any adverse impact amounts to **unlawful discrimination**, the policy must be amended to avert this. Detail the impacts and describe those affected.

Positive impacts (describe protected characteristics affected)	Negative Impacts (describe protected characteristics affected)
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STEP 5: Human Rights - Apply the three key assessment tests for compliance assurance

18. Does this proposal/policy/procedure have the potential to interfere with an individual's rights as set out in the Human Rights Act 1998? State which rights might be affected by ticking the appropriate box(es) and saying how. **If you answer "no", go straight to question 22.**

No

How?

Legality

19. Where there is a potential negative impact is there a legal basis in the relevant domestic law?

Not applicable

Legitimate aim

20. Is the aim of the policy identified in Steps 1 and 2 a legitimate aim being served in terms of the relevant equality legislation or the Human Rights Act?

Not applicable

Proportionality

21. Is the impact of the policy proportionate to the legitimate aim being pursued? Is it the minimum necessary interference to achieve the legitimate aim?

Not applicable

STEP 6: Monitor and review

22. How will you monitor the implementation of the proposal? (For example, customer satisfaction questionnaires)

The proposal will go the Licensing Committee as a report, whereby Committee Members will consider the merits of the proposal.

If the Committee approves the recommendations in the report, review procedures will be put in place whereby officers will carry out monitoring using data available from taxi

marshals. This will require consultation with officers from Communities and Housing who currently operate the marshal system. If unmet demand is still evident following future review, the Committee can consider whether to increase the maximum number of taxi licences further thereby releasing the potential for more vehicles to join the fleet to service the public.

From officer knowledge and experience it is probable that Members of the public would also complain directly to the licensing team if they continue to experience difficulties with taxi provision.

23. How will the results of this impact assessment and any further monitoring be used to develop the proposal?

Officers will undertake a review of the situation twelve months after any decision by Committee to increase the number of taxi licences.

STEP 7 SIGN OFF

The final stage of the EHRIA is formally to sign off the document as being a complete, rigorous and robust assessment.

Person(s) completing the impact assessment.

Name	Date	Signature
Ruth O'Hare	14/11/2014	

Quality check: document has been checked by

Name	Date	Signature
Eric Anderson	17/11/2014	

Head of Service (Sign-off)

Name	Date	Signature
Jane McEachran		

Now –

Please send an electronic copy of your completed EHRIA - without signatures - together with the proposal to:

Equalities Team

Equality and Human Rights Impact Assessment – the Form.
Customer Service and Performance
Corporate Governance
Aberdeen City Council
Business Hub 13
Second Floor North
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