

Equality Impact Assessment

Before completing this EIA please ensure you have read the EIA guidance notes and other resources, available on the [intranet](#)



Version		Date Completed	30/6/26
Description of what is being impact assessed			
<p>The potential equalities impacts of reviewing and varying the hackney carriage fare tariff within the district. It focuses on the effect of fare changes on protected groups under the Equality Act 2010, particularly those who may rely more heavily on taxi services, including older people, disabled people, and individuals on lower incomes.</p> <p>As there are a range of options for the Committee to consider, impact will depend on the chosen option. All options have been put forward with consideration of the impact on people with protected characteristics.</p>			
Evidence			
What data/information have you used to assess how this policy/service might impact on protected groups?			
<p>Consideration has been given to the demographic of the district, including an ageing population and rural communities with limited alternative transport options.</p> <p>Feedback from the taxi trade has been considered together with feedback received from the service users, through the Council's reporting and complaints procedures.</p> <p>General understanding of the role taxis play in providing accessible, on-demand transport, particularly where public transport is limited or unavailable.</p> <p>Awareness of cost pressures on the taxi trade (e.g. fuel, insurance, maintenance), which may impact driver availability and service provision.</p>			

Who have you consulted with to assess possible impact on protected groups and what have they told you? If you have not consulted other people, please explain why?

There has been no targeted engagement with specific equality groups as part of this review, but any complaints or reports received by the Licensing Team from persons with protected characteristics are consistently monitored and reviewed and learning has been used in this review.

There is no direct impact of this policy on people with protected characteristics however there may be indirect implications in relation to the availability and cost of services.

Analysis of impact on protected groups

The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. The Council also has a legal duty to have due regard to armed forces personnel when carrying out healthcare, housing and education functions. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, assess the likely outcome, before you have implemented any mitigation.

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Age	<p>Positive impacts of increasing fares:</p> <p>May support the financial viability of taxi drivers, helping to sustain the availability of services relied upon by vulnerable groups.</p> <p>Encourages continued provision of accessible vehicles and services, particularly in rural or underserviced areas.</p> <p>Negative impacts of increasing fares:</p> <p>Higher fares may disproportionately affect people on lower incomes, including some older and disabled residents.</p> <p>May reduce affordability and accessibility of transport for those who rely on taxis for essential journeys (e.g. healthcare, shopping, social contact).</p> <p>Impacts of not increasing fares:</p> <p>Could put financial pressure on drivers, potentially reducing the number of drivers and vehicles available.</p>	□	⊗	□

	Reduced availability of taxis may disproportionately affect those who have limited alternative transport options, including disabled people and those living in rural areas.			
Disability	As above	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	•	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marriage and civil partnership	•	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Pregnancy and maternity	•	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race and ethnicity	•	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or belief	•	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	•	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	•	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Armed Forces (including serving personnel, families and veterans)	•	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other, e.g. carers, care leavers, low income, rurality/isolation, etc.	As above.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
<p>Negative outcomes action plan Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.</p>				
Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
There is potential for a negative impact, but this is considered unlikely due to the small scale of any proposed changes. However once committee has agreed the preferred option, the Licensing Team will monitor and assess any further impacts on people with protected characteristics based on feedback from the trade and customers.	01/04/2027	Phillippa Norsworthy	Contact with the trade. Complaints	<input checked="" type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
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	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
<p>If negative impacts remain, please provide an explanation below.</p>				

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome

Completed by:	Phillippa Norsworthy
Date:	30/6/26
Approved by:	Matt Blythe, Assistant Director – Environmental Health and Licensing
Date:	30/6/26
To be reviewed by:	Phillippa Norsworthy
Review date:	1/4/27

Ensure that a final copy of this impact assessment is sent to HR as per the equality impact assessment guidance.