Equality Analysis

Directorate: City Environment and Climate Change **Service Area:** Licensing Services	**Lead Officer**: Greg Bickerdike **Date completed: 3 February 2023**
Service / Function / Policy / Procedure to be assessed: Taxi Personal Safety Alarms	
Is this: New / Proposed ☑ Existing/Review ☐ Changing ☐ **(Please tick appropriate box)**	**Review date: 03/02/2024**

Part A – Initial Equality Analysis to determine if a full Equality Analysis is required.

What are the aims and objectives/purpose of this service, function, policy or procedure?

To reduce violence against licensed taxi drivers and improve their perception of personal safety.

Please indicate its relevance to any of the equality duties (below) by selecting Yes or No?

	Yes	No
Eliminating unlawful discrimination, victimisation and harassment	X	
Advancing equality of opportunity		
Fostering good community relations		

If not relevant to any of the three equality duties and this is agreed by your Head of Service, the Equality Analysis is now complete - please send a copy to the Equality & Diversity Team. **If any of the three equality duties are relevant**, a Full Equality Analysis will need to be undertaken (PART B below).

PART B: Full Equality Analysis.

Step 1 – Identifying outcomes and delivery mechanisms (in relation to what you are assessing)

What outcomes are sought and for whom?	**To reduce violence against licensed taxi drivers and improve their perception of personal safety.**
Are there any associated policies, functions, services or procedures?	**Driver Safety Enclosures** **Taxi CCTV Policy**
If partners (including external partners) are involved in delivering the service, who are they?	**JNE Security Ltd.**

Step 2 – What does the information you have collected, or that you have available, tell you?

What evidence/data already exists about the service and its users? (in terms of its impact on the 'equality strands', i.e. race, disability, gender, gender re-assignment, age, religion or belief, sexual orientation, maternity/pregnancy, marriage/civil partnership and other socially excluded communities or groups) and **what does the data tell you?** e.g. are there any significant gaps?

Nationally, the majority of drivers were male (97%) in 2022. The average age of a driver is 48 years old, with 17% of drivers being aged under 40. The two main ethnic groups of drivers were White and Asian or Asian British in 2022, making up 41% and 42% of drivers respectively. This compares to 63% and 29% respectively in 2010. There was an increase in the proportion of non-UK nationals working as drivers in England, rising from 13% in 2010 to 23% in 2022. Therefore, these groups are more likely to be victims of violent crime from passengers.

Has there been any consultation with, or input from, customers / service users or other stakeholders? If so, with whom, how were they consulted and what did they say? If you haven't consulted yet and are intending to do so, please list which specific groups or communities you are going to consult with and when.

None.

Are there any complaints, compliments, satisfaction surveys or customer feedback that could help inform this assessment? If yes, what do these tell you?

Anecdotal evidence at the trade working group indicates that assaults on drivers are increasing. A licensed driver was killed whilst working in October 2022.

Step 3 – Identifying the negative impact.

a.   **Is there any negative impact on individuals or groups in the community?**

	Barriers:
	What are the potential or known barriers/impacts for the different 'equality strands' set out below? Consider: • **Where** you provide your service, e.g. the facilities/premises; • **Who** provides it, e.g. are staff trained and representative of the local population/users? • **How** it is provided, e.g. do people come to you or do you go to them? Do any rules or requirements prevent certain people accessing the service? • **When** it is provided, e.g. opening hours? • **What** is provided, e.g. does the service meet everyone's needs? How do you know?

	* Some barriers are justified, e.g. for health or safety reasons, or might actually be designed to promote equality, e.g. single sex swimming/exercise sessions, or cannot be removed without excessive cost. If you believe any of the barriers identified to be justified then please indicate which they are and why.
	
	Solutions:
	
	What can be done to minimise or remove these barriers to make sure everyone has equal access to the service or to reduce adverse impact? Consider:
	   • Other arrangements that can be made to ensure people's diverse needs are met;
	   • How your actions might help to promote good relations between communities;
	   • How you might prevent any unintentional future discrimination.		

Equality Themes	**Positive Impacts**	**Negative Impacts identified**	**Solutions (ways in which you could mitigate the negative impact)**
Age (including children, young people and older people)		Personal safety alarms utilise loud noises. If they are nearby, they might be upset.	The specification included that the alarm activation cord must be separate to the key ring, to reduce the risk of accidental activation.
Disability (including carers)		Personal safety alarms utilise loud noises. Those who are hard of hearing might not be affected by them.	No solution identified.
Gender (men and women)	Nationally, the majority of drivers were male (97%) in 2022. As such, additional protection will disproportionately benefit this group. Increased protection from passengers might also		

	encourage greater representation from females as drivers.		
Race (including Gypsies &Travelers and Asylum Seekers)	Asian or Asian British drivers make up 42%, compared to 6.9% of the population. Asian drivers are disproportionately represented in the trade and as such, additional protection will benefit these group, particularly from violence motivated by race.		
Religion or belief (including people of no religion or belief)			
Gender Re-assignment (those that are going or have gone through a transition: male to female or female to male)			
Pregnancy and Maternity			
Sexual orientation (including gay, lesbian, bisexual and heterosexual)			
Marriage and Civil Partnership			
Human Rights	This measure supports Article 2 of the Human Rights Act.		

Step 4 – Changes or mitigating actions proposed or adopted

Having undertaken the assessment are there any changes necessary to the existing service, policy, function or procedure? What changes or mitigating actions are proposed?

Specification included separate keyring to activation cord.

Step 5 – Monitoring

How are you going to monitor the existing service, function, policy or procedure?

Trade working groups.

Part C - Action Plan

Barrier/s or improvement/s identified	Action Required	Lead Officer	Timescale

Equality Analysis approved by:

Head of Service: Chris Howell	Date: 6 February 2023

Please send an electronic copy of the Equality Analysis to the Equality & Diversity Team: