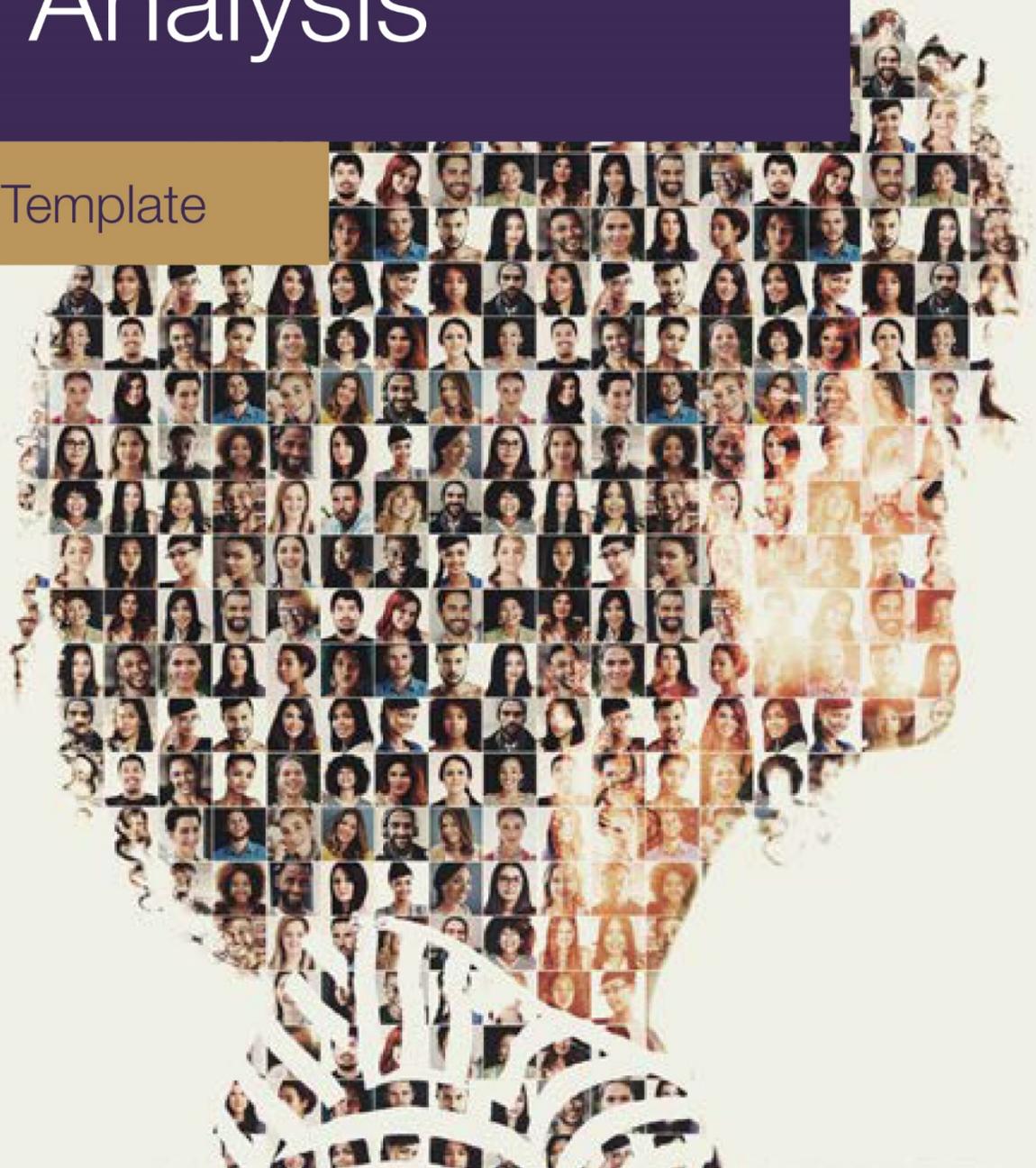


A Guide to Undertake Equality Analysis

Equality Analysis Template



Step 1 - Make sure you have clear aims and objectives on what you are impact assessing – The intended benefits

2. What are the aims of the service, function or policy you are analysing?

To set a strategy, including five objectives to deliver public safety, for the taxi compliance service.
To publicise the operational work of the service.
To set expectations on how complaints about the trade will be handled.

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

3. What Impact will or does the service, function or policy have on different equality groups at the moment on:- Race, Disability, Sex, Gender Re-assignment, Age, Religion or Belief, Sexual Orientation, Maternity/Pregnancy, Marriage/Civil Partnership and other Socially Excluded Communities or Groups)?

The strategy includes protected characteristics operations where discriminatory behaviour is targeted.

4. What does the equalities data or evidence you hold tell us about the people or groups who will be affected by the service, function or policy? (positive or negative impact) What evidence/data already exists about the service and its users? (in terms of its impact on the 'equality groups', i.e. race, disability, sex, 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? For example, are any groups not using or under-using the service?

Whilst almost everyone uses taxis people with mobility issues are particularly reliant upon them, this includes wheelchair users and elderly people, we have evidence to suggest that passengers with assistance dogs are regularly discriminated against by carriage

being refused. National data shows that 50% of drivers are Asian or Asian British and the service intends to tackle racism towards drivers.

5. Engagement and consultation - If we do not hold equality data relevant to this proposal, consultation will help to inform the impact of the proposed service, function and policy? If consultation has taken place, who have we consulted?

Policy will under go a full 12 week consultation.

Step 3 – Identify the impact

6. Identifying the impact - from the data you have gathered, and the consultation undertaken to date to inform your decisions, can you please set out below details as to whether the impact or the potential impact is positive and or negative. Where a negative impact is identified, please outline solution to mitigate.

Equality Themes Protected Characteristics	Positive Impacts	Negative Impacts identified	Solutions (ways in which you could mitigate the negative impact)
Age (including children, young people and older people)	Strategy outlines operations to target age discrimination.		
Disability (including carers)	Strategy outlines operations to target disability discrimination.		
Sex (male, female, trans, non-binary)	Strategy outlines operations to target sex discrimination.		

Equality Themes Protected Characteristics	Positive Impacts	Negative Impacts identified	Solutions (ways in which you could mitigate the negative impact)
Race (including Gypsies & Travellers and Asylum Seekers)	Strategy outlines operations to target race discrimination.		
Religion or Belief (including people of no religion or belief)	Strategy outlines operations to target religion/belief discrimination.		
Gender Re-assignment (those that are going or have gone through a transition: male to female or female to male)	Strategy outlines operations to target gender Re-assignment discrimination.		
Pregnancy and Maternity	Strategy outlines operations to target pregnancy and maternity discrimination.		
Sexual orientation (including gay, lesbian, bisexual and heterosexual)	Strategy outlines operations to target sexual orientation discrimination.		
Marriage and Civil Partnership		This protection applies to employment only and the service does not employ licence holders.	
Human Rights	Strategy outlines operations to target human right discrimination.	Compliance action may result in the suspension and revocation of licences, licences are considered possessions under Article 1.	A council solicitor is present for all licence review hearing to ensure that they are conducted legally.

Step 4 – Changes or mitigation actions proposed or adopted

7. What changes have been made, or are proposed to the service, function or policy after implementing the mitigating solutions above, is the service, function or policy more accessible and inclusive?

Having undertaken the analysis are there any changes necessary to the existing service/activity?

What changes or mitigating actions are proposed?

How will you provide this service to ensure it is accessible to all Equality Groups?

None.

Step 5 – Monitoring

8. Monitoring - How are you going to monitor the resulting service, function, policy or procedure?

Equalities analysis will be reviewed following the consultation.

Step 6 – To complete Action Plan on progress

9. Action Plan

Barrier	Improvement Action Required	Responsible Officer	Date for completion

Barrier	Improvement Action Required	Responsible Officer	Date for completion

10. Equality Analysis approved by (Head of Services):

Date:

Greg Bickerdike

15 February 2024

Please keep a copy of the signed EA with the report for future updates, reviews etc.

11. Date of review:

June 2024

Please upload your completed Equality Analysis form by following the link to: Equality, Diversity and Inclusion (sharepoint.com).

This function is not available until June 2022.

Please email your completed Equality Analysis form to: EDI@wolverhampton.gov.uk

A word version of this template for larger and complex Equality Analysis is available.

It is important to retain a copy of your completed Equality Analysis for future reference

Additional notes

You can get this information in large print, braille,
audio or in another language by calling 01902 551155

wolverhampton.gov.uk 01902 551155

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