

INITIAL EQUALITY IMPACT ASSESSMENT

Name of Policy, Decision, Strategy, Service or Function, Other: (please indicate)	Policy Statement on Guidelines to Convictions including Statement of Policy about Relevant Convictions	
Lead Officer Name(s):	Tracy Brzozowski	
Job Title & Location:	Licensing & Enforcement Manager Room 118, Futures Park	
Department/Service Area:	Licensing & Enforcement Unit	
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Date Assessment: 16 th October 2013	Commenced: 16 th October 2013	Completed: 16 th October 2013

We carry out Equality Impact Assessments (EIAs) to analyse the effects of our decisions, policies or practices. The EIA should be undertaken/started at the beginning of the policy development process – before any decisions are made.

1. Overview

<p>The main aims/objectives of this policy¹ are:</p> <p>The current guidelines relating to the relevance of convictions including the statement of policy about relevant convictions in respect of hackney carriage and private hire driver licence applications as approved by the Cabinet of the Council on the 21st March 2007 has been in force since that time. The policy is intended to act as guidance to the Licensing Sub-Committee when it considers an application for a hackney carriage or private hire driver licence when an applicant falls within the scope of the policy.</p> <p>Members should ask themselves whether on the balance of probabilities the person before them is a “fit and proper person” to be licensed as a hackney carriage or private hire driver when determining applications.</p> <p>There is a legitimate public expectation that hackney carriage and private hire drivers will be fit and proper persons to hold a position of trust, often transporting vulnerable people such as lone females, younger people, the disabled and the elderly. This review of this policy seeks to ensure robust measures are in place to enable this</p> <p>This policy aims to provide guidance to all parties with an interest in public and private hire licensing thereby providing transparency and consistency in accordance with the principles of good enforcement and relevant Regulatory Compliance Codes. This policy will be of particular interest to:</p> <ul style="list-style-type: none"> • Applicants for drivers’ licences • Existing licensed drivers whose licences are being reviewed • Licensing officers

¹ Policy refers to any policy, strategy, project, procedure, function, decision or delivery of service.

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- Members of the Licensing Committee/ Sub-Committee (or other relevant decision making body)
- Magistrates hearing appeals against Rossendale Borough Council decisions

This policy deals with individual's including existing licence holders, applicants for a new driver licence, and an applicant for the renewal of an existing licence.

(Refer to **EIA Guidance** for details)

Is the policy or decision under review (please tick)

New/proposed

Modified/adapted

Existing

MANAGEMENT ACTION REQUIRED (to be completed by the Head of P&P following review by Management Team / Programme Board)

- Outcome of EIA agreed/approved by Management Team / Programme Board:
Yes No
- Is a full EIA required Yes No
- Referred back to Assessor for amendment : (date)
- Published/made publicly available on: (date)

Signed:..... (Head of P&P) Date:

Date of Review²:

[To be Completed by Lead Officer]

² This date will be set on an annual basis as default for review unless otherwise specified by you.

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2. Equality Impact

Using the table below please indicate whether the policy/strategy/decision has a positive, negative or no impact **from an equalities perspective** on any of the protected equality groups listed below. **Please also give consideration to wider equality of opportunity and community cohesion impacts within and between the groups identified. If you have identified any negative impact and mitigating actions are not sufficient, you will need to complete a Full Equality Impact Assessment.**

Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts or reasons why it will be of positive benefit or contribution)	No Impact
Age	Older people	<input type="checkbox"/>	<input type="checkbox"/>	This will be implemented in line with the Council's Equality Policy and associated duties. Based on the information available, no adverse or disproportionate impact has been identified for any particular protected equality group as a result of adopting the amended proposed policy	<input checked="" type="checkbox"/>
	Younger people and children	<input type="checkbox"/>	<input type="checkbox"/>	This will be implemented in line with the Council's Equality Policy and associated duties. Based on the information available, no adverse or disproportionate impact has been identified for any particular protected equality group as a result of adopting the amended proposed policy	<input checked="" type="checkbox"/>
Disability	Physical/learning/mental health	<input type="checkbox"/>	<input type="checkbox"/>	This will be implemented in line with the Council's Equality Policy and associated duties. Based on the information available, no adverse or disproportionate impact has been identified for any particular protected equality group as a result of adopting the amended proposed policy	<input checked="" type="checkbox"/>
Gender Reassignment	Transsexual people	<input type="checkbox"/>	<input type="checkbox"/>	This will be implemented in line with the Council's Equality Policy and associated duties. Based on the information available, no adverse or disproportionate impact has been identified for any particular protected equality group as a result of adopting the amended proposed policy	<input checked="" type="checkbox"/>
Pregnancy and Maternity		<input type="checkbox"/>	<input type="checkbox"/>	This will be implemented in line with the Council's Equality Policy and associated duties. Based on the information available,	<input checked="" type="checkbox"/>

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Equality	Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts or reasons why it will be of positive benefit or contribution)	No Impact	
			no adverse or disproportionate impact has been identified for any particular protected equality group as a result of adopting the amended proposed policy		
Race (Ethnicity or Nationality)	Asian or Asian British people	<input type="checkbox"/>	<input type="checkbox"/>	This will be implemented in line with the Council's Equality Policy and associated duties. Based on the information available, no adverse or disproportionate impact has been identified for any particular protected equality group as a result of adopting the amended proposed policy	<input checked="" type="checkbox"/>
	Black or black British people	<input type="checkbox"/>	<input type="checkbox"/>	This will be implemented in line with the Council's Equality Policy and associated duties. Based on the information available, no adverse or disproportionate impact has been identified for any particular protected equality group as a result of adopting the amended proposed policy	<input checked="" type="checkbox"/>
	Irish people	<input type="checkbox"/>	<input type="checkbox"/>	This will be implemented in line with the Council's Equality Policy and associated duties. Based on the information available, no adverse or disproportionate impact has been identified for any particular protected equality group as a result of adopting the amended proposed policy	<input checked="" type="checkbox"/>
	White British	<input type="checkbox"/>	<input type="checkbox"/>	This will be implemented in line with the Council's Equality Policy and associated duties. Based on the information available, no adverse or disproportionate impact has been identified for any particular protected equality group as a result of adopting the amended proposed policy	<input checked="" type="checkbox"/>
	Chinese people	<input type="checkbox"/>	<input type="checkbox"/>	This will be implemented in line with the Council's Equality Policy and associated duties. Based on the information available, no adverse or disproportionate impact has	<input checked="" type="checkbox"/>

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Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts or reasons why it will be of positive benefit or contribution)	No Impact
				been identified for any particular protected equality group as a result of adopting the amended proposed policy	
	Gypsies & Travellers	<input type="checkbox"/>	<input type="checkbox"/>	This will be implemented in line with the Council's Equality Policy and associated duties. Based on the information available, no adverse or disproportionate impact has been identified for any particular protected equality group as a result of adopting the amended proposed policy	<input checked="" type="checkbox"/>
	Other minority communities not listed above (please state)	<input type="checkbox"/>	<input type="checkbox"/>	This will be implemented in line with the Council's Equality Policy and associated duties. Based on the information available, no adverse or disproportionate impact has been identified for any particular protected equality group as a result of adopting the amended proposed policy	<input checked="" type="checkbox"/>
Belief or Religion		<input type="checkbox"/>	<input type="checkbox"/>	This will be implemented in line with the Council's Equality Policy and associated duties. Based on the information available, no adverse or disproportionate impact has been identified for any particular protected equality group as a result of adopting the amended proposed policy	<input checked="" type="checkbox"/>
Gender	Women	<input type="checkbox"/>	<input type="checkbox"/>	This will be implemented in line with the Council's Equality Policy and associated duties. Based on the information available, no adverse or disproportionate impact has been identified for any particular protected equality group as a result of adopting the amended proposed policy	<input checked="" type="checkbox"/>
	Men	<input type="checkbox"/>	<input type="checkbox"/>	This will be implemented in line with the Council's Equality Policy and associated duties. Based on the information available, no adverse or disproportionate impact has been identified for any particular protected	<input checked="" type="checkbox"/>

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Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts or reasons why it will be of positive benefit or contribution)	No Impact
				equality group as a result of adopting the amended proposed policy	
Sexual Orientation	Gay men, gay women / lesbians and bisexual people	<input type="checkbox"/>	<input type="checkbox"/>	This will be implemented in line with the Council's Equality Policy and associated duties. Based on the information available, no adverse or disproportionate impact has been identified for any particular protected equality group as a result of adopting the amended proposed policy	<input checked="" type="checkbox"/>
Marriage and Civil Partnership (employment only)		<input type="checkbox"/>	<input type="checkbox"/>	This will be implemented in line with the Council's Equality Policy and associated duties. Based on the information available, no adverse or disproportionate impact has been identified for any particular protected equality group as a result of adopting the amended proposed policy	<input checked="" type="checkbox"/>
Contribution to equality of opportunity		<input type="checkbox"/>	<input type="checkbox"/>	This will be implemented in line with the Council's Equality Policy and associated duties. Based on the information available, no adverse or disproportionate impact has been identified for any particular protected equality group as a result of adopting the amended proposed policy	<input checked="" type="checkbox"/>
Contribution to fostering good relations between different groups (people getting on well together – valuing one another, respect and understanding)		<input type="checkbox"/>	<input type="checkbox"/>	This will be implemented in line with the Council's Equality Policy and associated duties. Based on the information available, no adverse or disproportionate impact has been identified for any particular protected equality group as a result of adopting the amended proposed policy	<input checked="" type="checkbox"/>
Human Rights http://intranet/site/scripts/documents_info.php?categoryID=86&documentID=251		<input type="checkbox"/>	<input type="checkbox"/>	All Council decisions will be carried out in compliance with the Human Rights Act 1998	<input checked="" type="checkbox"/>

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