

EQUALITY IMPACT ASSESSMENT (EQIA): SCREENING FORM

Introduction to the EQIA screening process

A successful EQIA screening will look at 5 key areas:

1. Identify the Policy, Project, Service Reform or Budget Option to be assessed

A clear definition of what is being screened and its aims

2. Gathering Evidence & Stakeholder Engagement

Collect data to evidence the type of barriers people face to accessing services (research, consultations, complaints and/or consult with equality groups)

3. Assessment & Differential Impacts

Reaching an informed decision on whether or not there is a differential impact on equality groups, and at what level

4. Outcomes, Action & Public Reporting

Develop an action plan to make changes where a negative impact has been assessed. Ensure that both the assessment outcomes and the actions taken to address negative impacts are publically reported

5. Monitoring, Evaluation & Review

Stating how you will monitor and evaluate the **Policy, Project, Service Reform or Budget Option** to ensure that you are continuing to achieve the expected outcomes for all groups.

1. IDENTIFY THE POLICY, PROJECT, SERVICE REFORM OR BUDGET OPTION:

a) Name of the Policy, Project, Service Reform or Budget Option to be screened

Consideration of an amendment to the implementation date for the risk-based inspection programme for taxis and separately private hire cars.

b) Reason for Change in Policy or Policy Development

To propose an amendment to the implementation date of the risk-based inspection programme for taxis and separately private hire cars, in light of the Licensing Section's system being replaced, which will incorporate scheduled inspections for taxis and separately private hire cars.

c) List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option

For Committee to consider rescheduling the implementation date of the risk-based inspection regime from 1 January 2025 to 1 January 2026.

d) Name of officer completing assessment (signed and date)

G.McNaught 31.7.24

e) Assessment Verified by (signed and date)

2. GATHERING EVIDENCE & STAKEHOLDER ENGAGEMENT

The best approach to find out if a policy, etc is likely to impact positively or negatively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. You should list below any data, consultations (previous relevant or future planned), or any relevant research or analysis that supports the Policy, Project, Service Reform or Budget Option being undertaken.

| <p>Please name any research, data, consultation or studies referred to for this assessment:</p> | <p>Please state if this reference refers to one or more of the protected characteristics:</p> <ul style="list-style-type: none"> ➤ age ➤ disability, ➤ race and/or ethnicity, ➤ religion or belief (including lack of belief), ➤ gender, ➤ gender reassignment, ➤ sexual orientation ➤ marriage and civil partnership, ➤ pregnancy and maternity, | <p>Do you intend to set up your own consultation? If so, please list the main issues that you wish to address if the consultation is planned; or if consultation has been completed, please note the outcome(s) of consultation.</p> |
|---|--|--|
| <p>This is a recommendation for the Licensing and Regulatory Committee to consider amending the date of implementation of the risk-based inspection programme for taxis and separately private hire cars from 1 January 2025 to 1 January 2026.</p> | <p>All protected characteristics.</p> | <p>No consultation has been carried out as this matter relates to the practical side, from a Licensing Section perspective, of implementing a date for which the risk-based inspection regime can start.</p> <p>The Licensing Section has recently agreed, working with colleagues in the Council's Strategic Information, Innovation and Technology (SIIT) team, for a new licensing replacement system to be implemented to the Section by end of September 2025. The current licensing system was</p> |

| | | |
|--|--|--|
| | | <p>implemented around 30 years ago. The work to implement this new licensing system will commence in or around September/October 2024 by the Licensing Section, colleagues in the Council's SIIT team and CGI, which will include a programme for scheduling vehicle inspections. Given the developments with the licensing replacement system, the Licensing and Regulatory Committee is asked to consider rescheduling the implementation of the risk based inspection regime from 1 January 2025 to 1 January 2026. This revised date would enable a period of time for the new system to be embedded prior to implementing the risk-based inspection regime.</p> |
|--|--|--|

3. ASSESSMENT & DIFFERENTIAL IMPACTS

Use the table below to provide some **narrative** where you think the **Policy, Project, Service Reform or Budget Option** has either a positive impact (contributes to promoting equality or improving relations within an equality group) or a negative impact (could disadvantage them) and note the reason for the change in policy or the reason for policy development, based on the evidence you have collated.

| Protected Characteristic | Specific Characteristics | Positive Impact (it could benefit an equality group) | Negative Impact – (it could disadvantage an equality group) | Socio Economic / Human Rights Impacts |
|---|--------------------------|---|---|---|
| SEX/ GENDER | Women | If the Committee decide to amend the implementation date for the risk-based inspection regime, licence holders, affected by the risk based regime would not have to pay for additional inspections until 1 January 2026, as opposed to 1 January 2025. This would give licence holders an extra year before having to pay more for inspections. | There could potentially be older vehicles on the road for which the testing of these vehicles under the risk-based inspection regime would be delayed for a further year. It should however be noted on this point that random inspections will still be carried out by the Council's Taxi and Private Hire Enforcement officers. | The current licence holders would now be impacted from January 2026, if the Committee agree with the proposed amendment to the implementation date. This would give licence holders impacted, an extra year financially before having to pay for more inspections under the regime. |
| | Men | As detailed above. | As detailed above. | |
| | Transgender | As detailed above. | As detailed above. | |
| RACE* | White | As detailed above. | As detailed above. | |
| <i>Further information on the breakdown</i> | Mixed or Multiple Ethnic | As detailed above. | As detailed above. | |

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| Protected Characteristic | Specific Characteristics | Positive Impact (it could benefit an equality group) | Negative Impact – (it could disadvantage an equality group) | Socio Economic / Human Rights Impacts |
|---|---------------------------------------|---|---|--|
| <i>below each of these headings, as per census, is available here.</i> <i>For example Asian includes Chinese, Pakistani and Indian etc</i> | Groups | | | |
| | Asian | As detailed above. | As detailed above. | |
| | African | As detailed above. | As detailed above. | |
| | Caribbean or Black | As detailed above. | As detailed above. | |
| | Other Ethnic Group | As detailed above. | As detailed above. | |
| DISABILITY | Physical disability | As detailed above. | As detailed above. | |
| <i>A definition of disability under the Equality Act 2010 is available here.</i> | Sensory Impairment (sight, hearing,) | As detailed above. | As detailed above. | |
| | Mental Health | As detailed above. | As detailed above. | |
| | Learning Disability | As detailed above. | As detailed above. | |
| LGBT | Lesbians | As detailed above. | As detailed above. | |
| | Gay Men | As detailed above. | As detailed above. | |
| | Bisexual | As detailed above. | As detailed above. | |
| AGE | Older People (60 +) | As detailed above. | As detailed above. | |
| | Younger People (16-25) | As detailed above with the exception that licences cannot be applied for until an | As detailed above with the exception that licences cannot be applied for until an individual is 21 years old. | |

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| Protected Characteristic | Specific Characteristics | Positive Impact (it could benefit an equality group) | Negative Impact – (it could disadvantage an equality group) | Socio Economic / Human Rights Impacts |
|--|--------------------------|---|--|--|
| | | individual is 21 years old. | | |
| | Children (0-16) | N/A | N/A | |
| MARRIAGE & CIVIL PARTNERSHIP | Women | As detailed above. | As detailed above. | |
| | Men | As detailed above. | As detailed above. | |
| | Lesbians | As detailed above. | As detailed above. | |
| | Gay Men | As detailed above. | As detailed above. | |
| PREGNANCY & MATERNITY | Women | As detailed above. | As detailed above. | |
| RELIGION & BELIEF** A list of religions used in the census is available here . | See note | As detailed above. | As detailed above. | |

* For reasons of brevity race is not an exhaustive list, and therefore please feel free to augment the list above where appropriate; to reflect the complexity of other racial identities.

** There are too many faith groups to provide a list, therefore, please input the faith group e.g. Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts. A list of religions used in the census is available [here](#).

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Summary of Protected Characteristics Most Impacted

All protected characteristics.

Summary of Socio Economic Impacts

It could potentially give licence holders affected, an extra year financially before having to pay for more inspections under the regime.

Summary of Human Rights Impacts

None at this stage.

4. OUTCOMES, ACTION & PUBLIC REPORTING

| Screening Outcome | Yes /No Or / Not At This Stage |
|--|---|
| Was a significant level of negative impact arising from the project, policy or strategy identified? | Not at this stage. |
| Does the project, policy or strategy require to be amended to have a positive impact? | None at this stage. |
| Does a Full Impact Assessment need to be undertaken? | None at this stage. |

Actions: Next Steps

(i.e. is there a strategic group that can monitor any future actions)

| Further Action Required/ Action To Be Undertaken | Lead Officer and/or Lead Strategic Group | Timescale for Resolution of Negative Impact (s) / Delivery of Positive Impact (s) |
|---|--|--|
| For the Licensing Section to ensure the scheduled inspections are incorporated into the new Licensing system – these are already part of the new system requirements. | Gillian McNaught | 9 months from the 1 January 2026 if Committee agrees to amend the implementation date to 1 January 2026. |

Public Reporting

All completed EQIA Screenings are required to be publically available on the [Council EQIA Webpage](#) once they have been signed off by the relevant manager, and/or Strategic, Policy, or Operational Group. (See [EQIA Guidance](#): Pgs. 11-12)

5. MONITORING OUTCOMES, EVALUATION & REVIEW

The Equalities Impact Assessment (EQIA) screening is not an end in itself but the start of a continuous monitoring and review process. The relevant Strategic, Policy, or Operational Group responsible for the delivery of the Policy, Project, Service Reform or Budget Option, is also responsible for monitoring and reviewing the EQIA Screening and any actions that may have been take to mitigate impacts.

Individual services are responsible for conducting the impact assessment for their area, staff from **Corporate Strategic Policy and Planning** will be available to provide support and guidance.

Legislation

Equality Act (2010) - the Equality Act 2010 (Specific Duties) Scotland Regulations 2012

The 2010 Act consolidated previous equalities legislation to protect people from discrimination on grounds of:

- race
- sex
- being a transsexual person (transsexuality is where someone has changed, is changing or has proposed changing their sex – called ‘gender reassignment’ in law)
- sexual orientation (whether being lesbian, gay, bisexual or heterosexual)
- disability (or because of something connected with their disability)
- religion or belief
- having just had a baby or being pregnant
- being married or in a civil partnership, and
- age.

Further information: [Equality Act Guidance](#)

As noted the Equality Act 2010 simplifies the current laws and puts them all together in one piece of legislation. In addition the **Specific Duties (Scotland Regulations 2012)** require local authorities to do the following to enable better performance of the general equality duty:

- report progress on mainstreaming the general equality duty
- publish equality outcomes and report progress in meeting those
- impact assess new or revised policies and practices as well as making arrangements to review existing policies and practices gather, use and publish employee information
- publish gender pay gap information and an equal pay statement
- consider adding equality award criteria and contract conditions in public procurement exercises.

Further information: [Understanding Scottish Specific Public Sector Equality Duties](#)

Fairer Scotland Duty

Authorities should also consider Socio-Economic Impacts where appropriate. Further information: [Fairer Scotland Duty Interim Guidance](#)

Enforcement

Judicial review of an authority can be taken by any person, including the Equality and Human Rights Commission (EHRC) or a group of people, with an interest, in respect of alleged failure to comply with the general equality duty. Only the EHRC can enforce the specific duties. A failure to comply with the specific duties may however be used as evidence of a failure to comply with the general duty.