

# 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

Review of Unmet Demand of Taxis and separately Overprovision of Private Hire Cars in Glasgow

b) Reason for Change in Policy or Policy Development

Sections 10 (3A), (3B) and (3C) of the Civic Government (Scotland) Act 1982 (“1982 Act”) enables a Licensing Authority to refuse to grant an application for a private hire car licence on the grounds that it is satisfied that there already exists, or would exist if the licence was granted, an overprovision of private hire cars in the locality or localities in which the private hire car was to operate. For a Licensing Authority to be satisfied that there is overprovision in the locality it must have regard to the number of private hire cars operating in the locality and the demand for private hire car licences in the locality.

Under Section 10(3) of the 1982 Act the Licensing Authority may refuse the grant of a taxi licence if it is satisfied that there is no significant unmet demand for the services of taxis in its area.

Glasgow City Council’s Licensing and Regulatory Committee (“Committee”), as Licensing Authority under the 1982 Act currently has an Overprovision Policy which was agreed on 17 April 2019. This Overprovision Policy means that there will continue to be an overprovision of private hire cars in Glasgow until such time as the number of private hire car licences falls below 3195. Until such time there will be a rebuttable presumption against the grant of further private hire car licences.

The Committee, as Licensing Authority under the 1982 Act also has a Limitation of Taxi Licence Policy, which was reviewed and subsequently agreed on 17 April 2019. This Limitation of Taxi Licence Policy means that there will be no unmet demand of taxis within Glasgow until such time as the number of taxi licences falls below 1278. Until such time there will be a rebuttable presumption against the grant of further taxi licences.

At the time the Committee agreed the Overprovision Policy and separately the Limitation of Taxi Licence Policy referred to above, it agreed for the then Director of Governance and Solicitor to the Council to review these policies in 3 years.

In June 2022, licensing officers instructed the Council’s procurement department to procure for a review of the provision, use and demand for the services of private hire cars in the city to be carried out in conjunction with the review of demand for the services of taxis in the city. The contract

to assess and review the provision, use and demand of the services of private hire cars and taxis in Glasgow was awarded on 30 August 2022 to Local Transport Projects Ltd.

A review of the Overprovision Policy and separately the Limitation of Taxi Licence Policy has been carried out by Local Transport Projects Ltd.

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

The main outcome focus is to ensure the Committee, as Licensing Authority under the 1982 Act, complies with section 10(3) of the 1982 Act for taxis and section 10 (3A), (3B) and (3C) of the 1982 Act for private hire cars.

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

Gillian McNaught 21.4.23

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"> <li>➤ age</li> <li>➤ disability,</li> <li>➤ race and/or ethnicity,</li> <li>➤ religion or belief (including lack of belief),</li> <li>➤ gender,</li> <li>➤ gender reassignment,</li> <li>➤ sexual orientation</li> <li>➤ marriage and civil partnership,</li> <li>➤ pregnancy and maternity,</li> </ul>	<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>The independent review assessment undertaken by Local Transport Projects Ltd consisted of the following:</p> <p><b>Taxi Rank Surveys:</b> Results from the observational surveys carried out at 9 taxi ranks in Glasgow over a continuous 76-hour period. The taxi ranks were:</p> <ul style="list-style-type: none"> <li>• Scottish Event Campus Station;</li> <li>• Byers Road;</li> <li>• Union Street;</li> <li>• Gordon Street;</li> </ul>	<p>Yes, it refers to all of the above.</p>	<p>No, the independent review assessment included a consultation by Local Transport Projects Ltd as detailed in the first column.</p> <p>The consultation undertaken concludes that there would be no overprovision of private hire cars in Glasgow until such time as the number of private hire car licences reaches 3383. At present in Glasgow there are 3162 private hire car licences. If the recommendation provided for by Local Transport Projects Ltd is</p>

<ul style="list-style-type: none"> <li>• George Square;</li> <li>• Holland Street;</li> <li>• Merkland Street;</li> <li>• Renfield Street; and</li> <li>• Stockwell Street</li> </ul> <p><b>Public Attitude Survey:</b> Results from the public attitude surveys undertaken at various locations to obtain public opinion and perceptions regarding taxi and private hire car operations within the Glasgow area. The survey and locations were as follows:</p> <p>City Centre (various streets) (366 Surveys);  Hillhead (Byres Road) (21 Surveys); and  Partick (Train Station) (18 Surveys).</p> <p><b>Stakeholder Consultation:</b> Summary of feedback received from relevant stakeholder groups. These groups were:</p> <p><u>Trade Representatives / Associated Groups</u></p> <ul style="list-style-type: none"> <li>• Unite the Union</li> <li>• Scottish Taxi Federation</li> <li>• Glasgow Taxi Association</li> <li>• Taxi Rank Marshall</li> </ul> <p><u>Police Scotland</u></p> <p><u>Healthcare / Social Care Providers / Social Groups</u></p> <ul style="list-style-type: none"> <li>• Carerstrust Glasgow</li> <li>• BEMIS</li> <li>• NHS Great Glasgow &amp; Clyde</li> <li>• PEEK Youth Project</li> <li>• The Senior Centre</li> </ul>		<p>agreed by Committee then a further 221 private hire car licences could be granted by the Licensing Authority before there would be an overprovision of private hire cars in Glasgow. Once the number of private hire car licences in Glasgow reaches 3383 there would be a rebuttable presumption against the grant of any further private hire car licences. At the point of “overprovision” (3383) applications for private hire car licences could still be lodged but given the policy would be in place it would be likely that the application would be refused by the Committee unless exceptional circumstances could be shown by the applicant to justify the Committee making an exception to its policy.</p> <p>The consultation undertaken concludes that there is an unmet demand for taxis and will continue to be so until the number of taxi licences reaches 1420. Once the number of taxi licences in Glasgow reaches 1420 there will be no significant unmet demand. At present, under the current Limitation of Taxi Licence Policy the number of licences necessary to meet the demand of taxis is 1420 and until the figure falls below 1278 there would be no unmet demand.</p> <p>At present the number of licensed taxi licences in Glasgow is 1391. If the reviewed figure, recommended in the assessment by Local Transport Projects Ltd, is agreed by Committee this would</p>
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<ul style="list-style-type: none"> <li>• Glasgow Disability Alliance</li> <li>• Glasgow Women’s Aid</li> <li>• Glasgow Association for Mental Health</li> </ul> <p><u>Public Transport Providers</u></p> <ul style="list-style-type: none"> <li>• First Greater Glasgow</li> <li>• ScotRail</li> <li>• Strathclyde Partnership for Transport</li> <li>• Glasgow City Bus/West Coast Motors</li> </ul> <p><u>Business / Educational Organisations</u></p> <ul style="list-style-type: none"> <li>• Glasgow Chamber of Commerce and Members</li> <li>• University of Glasgow</li> <li>• City of Glasgow College</li> <li>• University of Strathclyde</li> </ul> <p><u>Entertainment / Hospitality / Services Sector</u></p> <ul style="list-style-type: none"> <li>• Kelvingrove Art Gallery &amp; Museum</li> <li>• SEC</li> <li>• IBROX Rangers Football Stadium</li> <li>• Celtic Football Club</li> <li>• Glasgow Restaurant Association</li> </ul> <p><b>Operator Consultation:</b> Summary of feedback received through consultation with licenced taxi and private hire car operators within the Glasgow area.</p>		<p>mean 29 licences could be granted before the figure of 1420 would be reached, at which point there would be no unmet demand. Once the number of taxi licences reaches 1420 there would be a rebuttable presumption against the grant of further taxis licences in Glasgow. Applications for taxi licences could still be lodged but given the policy would be in place it would be likely that the application would be refused by the Committee unless exceptional circumstances could be shown by the applicant to justify the Committee making an exception to its policy.</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 recommend figure for overprovision is introduced it could result in: <ul style="list-style-type: none"> <li>• More licences being granted by the Licensing Authority which may increase the number of people being able to work in the private hire trade;</li> <li>• could decrease the amount charged for a fare as there may be more private hire vehicles available to book by the public;</li> <li>• could reduce the wait time for members of the public who</li> </ul>	If the recommended figure for overprovision is introduced it could result in: <ul style="list-style-type: none"> <li>• decrease the amount licence holders make in the private hire trade as more vehicles may be available to book by the public; and</li> <li>• less people exercising by way of walking/cycle and instead they may rely more heavily on private hire cars for transport.</li> </ul>	Could result in more employment opportunities available for drivers, leading to less money being made by current licence holders.  Could also lead to more employment opportunities for drivers as more vehicles available to work from.

		<p>require a private hire car to transport them around the city.</p> <ul style="list-style-type: none"> <li>• could help the recovery of the city from covid and encourage more people into the city centre as less wait times for private hire cars/more private hire cars available;</li> <li>• could potentially limit the employment opportunities available for private hire car drivers; and</li> <li>• may reduce the pirating within the city.</li> </ul>		
		<p>If the recommended figure of 1420, at which point there would be no unmet demand of taxis within Glasgow is agreed, it could result in:</p> <ul style="list-style-type: none"> <li>• less wait times for members of</li> </ul>	<p>If the recommended figure of 1420, at which point there would no unmet demand of taxis within Glasgow is agreed, it could have a negative impact on:</p> <ul style="list-style-type: none"> <li>• Less earnings for current licence holders</li> </ul>	



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		<p>the public as more taxi licences could be granted, which may result in more taxis; and</p> <ul style="list-style-type: none"> <li>may encourage more drivers into the trade, more taxi licences available;</li> </ul>	<p>as there would be more taxis – greater choice for the public to use; and</p> <ul style="list-style-type: none"> <li>could result in less people exercising by way of walking/cycle and instead they may rely more heavily on taxis for transport.</li> </ul>	
	Men	<p>As above, it could be said that in general the majority of current private hire car licence holders (and taxis) and applicants to date are male so by having a limit of 3383 (1420), as opposed to the current limit of 3195 (1278), it could have a positive impact on job opportunities for males in the city.</p>	<p>As above, it could be said that in general the majority of current private hire car licence holders (and taxis) and applicants to date are male so by having a limit of 3383 (1420), as opposed to the current limit of 3195 (1278), it could have a negative impact on the income for current licence holders (drivers) in the city as there could potentially be more choice in private hire cars (taxis) for the public to book.</p>	
	Transgender	As above	As above	
<b>RACE*</b>	White	As above	As above	
<i>Further information on the breakdown</i>	Mixed or Multiple Ethnic Groups	As above	As above	

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<i>below each of these headings, as per census, is available <a href="#">here</a>.  For example Asian includes Chinese, Pakistani and Indian etc</i>	Asian	As above	As above	
	African	As above	As above	
	Caribbean or Black	As above	As above	
	Other Ethnic Group	As above	As above	
<b>DISABILITY</b>	Physical disability	As above	As above	
<i>A definition of disability under the Equality Act 2010 is available <a href="#">here</a>.</i>	Sensory Impairment (sight, hearing, )	As above	As above	
	Mental Health	As above	As above	
	Learning Disability	As above	As above	
<b>LGBT</b>	Lesbians	As above	As above	
	Gay Men	As above	As above	
	Bisexual	As above	As above	
<b>AGE</b>	Older People (60 +)	As above	As above	
	Younger People (16-25)	As above	As above	
	Children (0-16)	Applicants have to be above this age to apply for a licence. The impact may however be if a family member who the child is dependent upon is able to enter the private hire trade and earn money as a result	Applicants have to be above this age to apply for a licence. The impact may however, be if a family member who provides for a child, is a current licence holder, who may see a decrease in income as more availability of vehicles for public to use. This could	

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		of more licences being granted.	potentially impact the child.	
<b>MARRIAGE &amp; CIVIL PARTNERSHIP</b>	Women	As above	As above	
	Men	As above	As above	
	Lesbians	As above	As above	
	Gay Men	As above	As above	
<b>PREGNANCY &amp; MATERNITY</b>	Women	As above	As above	
<b>RELIGION &amp; BELIEF**</b> A list of religions used in the census is available <a href="#">here</a> .	See note	As above	As 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 would be impacted on the policy.

## Summary of Socio Economic Impacts

Could result in more employment opportunities available for drivers leading to less money being made by current licence holders.

Could also lead to more employment opportunities for drivers as more vehicles available to work from.

## Summary of Human Rights Impacts

If the recommended figure of 3383 private hire car licences is reached in Glasgow, private hire car applications that are received thereafter would be referred to Committee for determination.

If the recommended figure of 1420 for taxi licences is reached in Glasgow, taxi licence applications that are received thereafter would be referred to Committee for determination.

The Committee would ensure that the right to a fair hearing was given to all applicants.

**4. OUTCOMES, ACTION & PUBLIC REPORTING**

<b>Screening Outcome</b>	<b>Yes /No Or / Not At This Stage</b>
<b>Was a significant level of negative impact arising from the project, policy or strategy identified?</b>	Not at this stage.
<b>Does the project, policy or strategy require to be amended to have a positive impact?</b>	Not at this stage.
<b>Does a Full Impact Assessment need to be undertaken?</b>	Not at this stage.

**Actions: Next Steps**

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

<b>Further Action Required/ Action To Be Undertaken</b>	<b>Lead Officer and/or Lead Strategic Group</b>	<b>Timescale for Resolution of Negative Impact (s) / Delivery of Positive Impact (s)</b>
<p>The Licensing Department, will ensure that NRS review the unmet demand for taxis continually so when an application is received the Committee can assess if the unmet demand figures are up to date. This complies with case law.</p> <p>In relation to the overprovision limit, the assessment undertaken in relation to this is extremely complex and costly and cannot be assessed by Council officers, similar to taxis.</p>	<p>Licensing Legal Manager</p> <p>Licensing Legal Manager</p>	<p>This would be undertaken prior to an application being presented to Committee by assessing taxi rank wait times in Glasgow.</p> <p>As per the independent report, a review would be undertaken in three years.</p>

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### 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.