

# South Cambridgeshire District Council Equality Impact Assessment (EqIA)

## Introduction – Please read

Equality Impact Assessments (EqIAs) allow the Council to:

- Show that the Council are meeting its legal duty, demonstrating due regard for the provisions of the [Public Sector Equality Duty](#) as below:
  - Eliminate unlawful discrimination, harassment, and victimisation
  - Advance equality of opportunity between those who share a protected characteristic and those who do not
  - Foster good relations between those who share a relevant protected characteristic and those who do not
- Methodically consider and assess the impacts of proposals across the [nine protected characteristics](#)
- Allow the Council to develop and implement high quality proposals that maximise positive outcomes for all.

EqIAs should be completed during the development and review of all Council policies, strategies, procedures, projects or functions. Where there is any doubt, the completion of an EqIA is always recommended.

When the form is completed, please send an electronic copy to [equality.schemes@scambs.gov.uk](mailto:equality.schemes@scambs.gov.uk). Further support and guidance, [including a video on how to fill out EqIAs](#), is available on Insite or you can contact the Policy and Performance Team.

# Equality Impact Assessment Complete Form

## Section 1: Identifying Details

- 1.1 Officer completing EqIA:  
Rachel Jackson
- 1.2 Team and Service:  
Licensing, Shared Waste and Environment
- 1.3 Title of proposal:  
Review of Hackney Carriage and Private Hire Licensing Policy (emissions requirement only)
- 1.4 EqIA start date:  
22/09/2025
- 1.5 Proposal implementation date:  
01/11/2025
- 1.6 Who will be responsible for implementing this proposal (Officer and/or Team):  
Rachel Jackson

## Section 2: Proposal to be Assessed

- 2.1 Type of proposal:  
Policy  
If other, please specify  
[Click or tap here to enter text.](#)
- 2.2 Is the proposal:  
Review of existing
- 2.3 State the date of any previous equality impact assessment completed in relation to this proposal (if applicable):  
Pre 2021

- 2.4 What are the headline aims of the proposal and the objectives that will help to accomplish these aims? (Max 250 words)

To revise the date taxis have to be zero or ultra-low emission from December 2028 to December 2030

- 2.5 Which of the Council's equality objectives (as detailed in the Council's Equality Scheme) does this proposal link to or help to achieve?

- ☐ Identify, prioritise and deliver actions that will narrow the gap in outcomes between disadvantaged groups and the wider community
- ☐ SCDC is an employer that values difference and recognises the strength that a diverse workforce brings.
- ☐ Protected characteristic groups have a voice and are represented in forming the future shape of the district.
- ☒ None.

- 2.6 Which groups or individuals will the proposal affect:

- ☒ Service Users ☐ Councillors
- ☐ External Stakeholders ☒ Other
- ☐ Employees

If other, please specify [Click or tap here to enter text.](#)

- 2.7 Broadly speaking, how will these groups or individuals be affected? (you will be asked to provide more detail on the specific impacts on different protected characteristic groups later in the form) (max 250 words)

If the Council do not revise the policy, there is a distinct risk taxi drivers would licence elsewhere, up to 1/3<sup>rd</sup> of the trade have suggested they would not be able to comply with the all electric policy. There would be financial hardship considering the current cost of living crisis. Reduced taxis would mean less taxi services from SCDC licensed taxis.

- 2.8 If any part of the proposal is being undertaken by external partners, please specify how the Council will ensure that they will meet equality standards?  
(Max 250 words)  
No

### Section 3: Evidence and Data

- 3.1 Describe any work you have done (this could include consultation) to understand any effects on groups of people, including those within [9 protected characteristic groups](#)? Please list any key sources (e.g. web-search, previous versions of document, customer feedback etc) that you used to reach your conclusions.  
(Max 250 words)

This can be viewed in the Licensing Committee agenda: [Agenda for Licensing Committee on Wednesday, 3 September 2025, 10.00 a.m.](#)

- 3.2 If you have not undertaken any consultation, please detail why not, or when consultation is planned to take place.  
(Max 250)

Extensive consultation was undertaken when the main policy was first reviewed, and again in the last 2/3 years – this change to extend a deadline was not considered “controversial” in terms of impact to the community, and consultation was directed only to the trade who were immediately impacted. The technical aspect insofar as environmental impacts has been addressed by the specialist climate policy officers. The impact of extending the deadline would not be detrimental to any green to the core or other Council aims and agendas as detailed within the agenda, however general air quality impact as a result of exhaust emissions has been included within this assessment.

## Section 4: Impact of proposal on those with protected characteristics

4.1 Please select all characteristics that may or will be impacted (positive or negative). When providing details of the impact please consider the following questions

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. (both the number of persons affected and the severity of the impact)
- you will be asked to set out actions to manage these impacts in the following question (4.2)

☐ All - general to all protected Characteristics.

Details: [Click or tap here to enter text.](#)

☒ Age

Details: Children and Older persons are more likely to be impacted by poor air quality caused by emissions. Exposure to air pollution is the second leading risk factor for death in Children under 5 both globally and in the UK. Children are especially vulnerable to air pollution because they inhale more air than adults in proportion to their body weight, breath closer to ground level sources of air pollution such as vehicle exhausts and are less able to control their exposure than adults. Studies have shown links between exposure to air pollution and a decrease in brain function and cognitive function such as memory, and increase the risk of conditions such as dementia. [Air quality and respiratory health in children - PMC Air pollution in the UK - position statement | RCPCH How does air pollution affect the elderly? Air pollution: cognitive decline and dementia - GOV.UK](#)

☒ Disability

Details: [Inequalities in likelihood of living in polluted neighbourhoods | The Health Foundation](#) Those with disabilities or compromised immune systems are more likely to experience negative impacts on their health due to poor air Quality. Respiratory



conditions, neurological conditions and vision impairments, chronic conditions such as Multiple Sclerosis can all be exacerbated by air pollutants.

☐ Gender reassignment

Details: [Click or tap here to enter text.](#)

☐ Marriage and Civil Partnership

Details: [Click or tap here to enter text.](#)

☒ Pregnancy and maternity

Details: Those who are pregnant or have recently given birth are at greater risk of negative health impacts caused by poor air quality. Impacts and medical conditions such as low birth rate, infant mortality, postpartum depression, and adverse lung and respiratory effects. [AIR POLLUTION AND PREGNANCY - PMC](#)

☒ Race

Details: **Race, Rurality and Indices of Deprivation.** Deprived neighbourhoods and minoritised communities tend to experience higher levels of air pollution [Chief Medical Officer's annual report 2022: air pollution - GOV.UK](#) Areas such as the Mordens, Melbourn and Milton and Waterbeach scored the lowest (more deprived) across Indices of Deprivation. Studies show correlation between deprivation and higher levels of air pollution. It may be worth noting that Gypsy Roma Traveller Council managed sites are located near busy roadways making them more susceptible to air pollution, however this seldom heard from community are less likely to seek support or help with health and therefore are disproportionately impacted by health inequality.

☐ Religion and belief

Details: [Click or tap here to enter text.](#)

☐ Sex

Details: [Click or tap here to enter text.](#)

☐ Sexual orientation

Details [Click or tap here to enter text.](#)

☐ None of the above

## 4.2 Other characteristics

Some characteristics are not yet protected in law, but the Council has made declarations it will consider them in policy making.

☐ Digital inclusion [\(what is this?\)](#)

Details: [Click or tap here to enter text.](#)

☐ Care experience [\(what is this?\)](#)

Details: [Click or tap here to enter text.](#)

☒ Rurality

Details We are a rural District, a policy that would see a reduction in the numbers of licensed SCDC vehicles may be detrimental to residents in more rural areas due to wider demand in more populated areas. See also comments regarding air quality above

☐ Socio-economic

Details [Click or tap here to enter text.](#)

4.3 Considering the above impacts you have identified above, please detail any actions (specific or general) which may help to enhance or mitigate impacts.

Please include the timescale for completing the action.

Action and timescale	Officer
The aspects above are general air quality concerns, and the impact of the policy shows there would be negligible impact on air quality emissions emanating from taxis due to the fact that cross-border permissions allow any licensed taxi to operate in the District. The overarching green to the core agenda is a subject matter for wider Council initiatives.	Rachel Jackson/Corporate agendas
<a href="#">Click or tap here to enter text.</a>	<a href="#">Click or tap here to enter text.</a>

Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.

4.4 How will you monitor that the above actions have been completed and that this proposal, once implemented, is impacting fairly on everyone it affects? In answering this question, please include information about feedback you will seek and/or data you will collect and analyse, and how often you will do this

This policy will be kept under periodic review, and will be revised no later than December 2027.

## Section 5: Summary

5.1 Briefly summarise the key findings of the EqIA and any significant equality considerations that should be taken into account when deciding how to proceed with the proposal (this section can be included within the 'equality implications' section of any committee reports). (Max. 250 words)

I do not consider there are any implications as a result of the policy revision

5.2 Confirm the recommendation of the officer completing the EqIA:

☒ Proceed with the proposal (with any actions identified as required within Section 4 of the EqIA). Analysis demonstrates that the proposal is robust, we have taken all appropriate opportunities to advance equality and foster good relations between groups.

☐ Reject the proposal: Analysis demonstrates that the proposal will cause unlawful discrimination and it must be removed or changed

## Section 6: Sign Off

6.1 Signature of individual completing EqIA:

Rachel Jackson

6.2 Date of completion:

22/09/2025

6.3 When will this proposal next be reviewed and who will this be? (when in doubt 3 years minimum)

By no later than December 2027.

6.4 Approving officer signature \*, this should be your Head of Service, Service Area Manager, or Project Sponsor:



Bode Esan

6.5 Date of approval:

01/09/2025

Please send the completed document to [Equality.Schemes@scambs.gov.uk](mailto:Equality.Schemes@scambs.gov.uk) for publishing on the website.

*\*in the event that this EqIA is completed by Head of Service, then no additional approving signature is required.*