



Taxi Licencing Fees

Equality Impact Assessment (EqIA) Form

August 2025

Date created	August 2025
Approved by	Cabinet/SLT
Owner	Daud Latif - Commercial Business Partner
Version	1.0
Author	Rory Cosgrove
Business Unit and Team	Planning & Regulation (Environmental Health & Licensing)

Please [click this link](#) to find the EqIA guidance toolkit for support in completing the following form.

For translations, braille or large print versions of this document please email
equalities@stevenage.gov.uk.

First things first:

Does this policy, project, service, or other decision need an EqlA?

Title:	Taxi Licencing Fees	
Please answer Yes or No to the following questions:		
Does it affect staff, service users or the wider community?	Yes	
Has it been identified as being important to particular groups of people?	No	
Does it or could it potentially affect different groups of people differently (unequal)?	No	
Does it relate to an area where there are known inequalities or exclusion issues?	No	
Will it have an impact on how other organisations operate?	No	
Is there potential for it to cause controversy or affect the council's reputation as a public service provider?	Yes	

Where a positive impact is likely, will this help to:	
Remove discrimination and harassment?	No
Promote equal opportunities?	No
Encourage good relations?	No

If you answered 'Yes' to one or more of the above questions you should carry out an EqlA.

Or if you answered 'No' to all of the questions and decide that your activity doesn't need an EqlA you must explain below why it has no relevance to equality and diversity.

You should reference the information you used to support your decision below and seek approval from your Assistant Director before confirming this by sending this page to equalities@stevenage.gov.uk.

N/A

I determine that no EqlA is needed to inform the decision on the Review of Legal Service Charges.

Name of assessor: **Rory Cosgrove**

Decision approved by:

Role: **Head of Environmental Health & Licensing**

Role:

Date: 13/08/2025

Date:

Equality Impact Assessment Form

For a policy, project, strategy, staff or service change, or other decision that is new, changing or under review

What is being assessed?		Taxi Licencing Fees			
Lead Assessor	Rory Cosgrove			Assessment team	Rory Cosgrove Julie Dwan Daud Latif
Start date	January 2026	End date	January 2027		
When will the EqlA be reviewed? (Typically every 2 years)		August 2026			

Who may be affected by the proposed project?	Taxi drivers, Taxi Businesses
What are the key aims of the proposed project?	To review the Council's current taxi licensing fees and charges with a view to increasing them in order to achieve full cost recovery based on the costs of providing the service. This will combat inflationary pressures and increased service costs by ensuring increased revenue generation from Taxi services thus assisting the Council with its financial security challenges.

What **positive measures** are in place (if any) to help **fulfil our legislative duties** to:

Remove discrimination & harassment	N/A	Promote equal opportunities	N/A	Encourage good relations	Applicants will be informed of the fees in advance of application.
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What sources of data / information are you using to inform your assessment?	Taxi fees were benchmarked against other local authorities and LGA guidance on local fee setting for regulators. Internal databases of fees currently charged to taxi drivers
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In assessing the potential impact on people, are there any overall comments that you would like to make?	Prices were benchmarked against other local authorities.
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Evidence and Impact Assessment

Explain the potential impact and opportunities it could have for people in terms of the following characteristics, where applicable:

Age					
Positive impact		Negative impact	X	Unequal impact	
Please evidence the data and information you used to support this assessment	Impact not expected.				
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)	N/A	

Disability e.g., physical impairment, mental ill health, learning difficulties, long-standing illness					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment	N/A Impact not expected.				
What opportunities are there to promote			What do you still need to find out?		

equality and inclusion?		Include in actions (last page)	
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Gender Reassignment					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment	N/A Impact not expected.				
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)		

Marriage or Civil Partnership					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment	N/A Impact not expected.				
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)		

Pregnancy & Maternity					
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Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment	N/A Impact not expected.				
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)		

Race					
Positive impact		Negative impact	X	Unequal impact	
Please evidence the data and information you used to support this assessment	Many licensed drivers are from ethnic minority backgrounds. Increases may disproportionately affect them financially.				
What opportunities are there to promote equality and inclusion?	Consider phasing increases i.e. only increase by 50% of the proposed fees in year one and then increase by the full amount in year two.		What do you still need to find out? Include in actions (last page)	N/A	

Religion or Belief					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information	N/A Impact not expected.				

you used to support this assessment			
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)	

Sex					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment	N/A Impact not expected.				
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)			

Sexual Orientation e.g., straight, lesbian / gay, bisexual					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment	N/A Impact not expected.				
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)			

Socio-economic¹ e.g., low income, unemployed, homelessness, caring responsibilities, access to internet, public transport users, social value in procurement					
Positive impact		Negative impact	X	Unequal impact	
Please evidence the data and information you used to support this assessment	Drivers with lower incomes (often semi-retired) may be disproportionately affected by increased fees..				
What opportunities are there to promote equality and inclusion?	Consider phasing increases i.e. only increase by 50% of the proposed fees in year one and then increase by the full amount in year two..		What do you still need to find out? Include in actions (last page)	N/A	

Additional Considerations Please outline any other potential impact on people in any other contexts					
Positive impact	X	Negative impact		Unequal impact	
Please evidence the data and information	As part of the review of taxi licensing fees and charges, there is a proposal to introduce a subsidised fee for zero or ultra-low emission vehicles. (Those with CO2				

¹Although non-statutory, the council has chosen to implement the Socio-Economic Duty and so decision-makers should use their discretion to consider the impact on people with a socio-economic disadvantage.

you used to support this assessment			
What opportunities are there to promote equality and inclusion?	N/A	What do you still need to find out? Include in actions (last page)	N/A

Consultation Findings

Document any feedback gained from the following groups of people:

Staff?	Rory Cosgrove & Julie Dwan - Commercial Businesses Partner	Residents?	Not consulted with
Voluntary & community sector?	Not consulted with	Partners?	Not consulted with
Other stakeholders?	Summary of Consultation Responses: A 28-day consultation was carried out with the Taxi and Private Hire trade regarding proposed changes to licensing fees. A total of responses were received, with the following breakdown of respondent types: • 84% from Stevenage-licensed drivers • 7% from Stevenage-licensed operators • 5% from vehicle licence holders • 2% from trade representatives Demographic Profile: • 68% of respondents identified as being from ethnic minority backgrounds. Key Findings: • 100% of respondents objected to the proposed fee increases.		

- There was a strong and consistent view across all respondent groups that the increases would have a **disproportionate and negative impact** on local drivers.

Main Themes Identified:

1. **Economic Hardship**
Respondents highlighted the cumulative financial pressures already facing the trade, including:
 - Increased fuel, insurance, and vehicle maintenance costs
 - Loss of business to app-based operators such as Uber
 - Unregulated competition from out-of-area drivers (e.g., licensed by Wolverhampton)
2. **Impact on Livelihoods**
Many described a **decline in work and earnings**, making it harder to sustain their livelihoods. The proposed fees were viewed as **excessive, unaffordable**, and likely to exacerbate existing financial strain.
3. **Equity and Fairness**
Concerns were raised around fairness, with local licensees subject to higher costs and tighter regulation, while others operate within the area with fewer restrictions.
4. **Suggestions for Consideration**
Respondents urged the Council to:
 - **Reconsider the scale of the proposed increases**, suggesting they be more **reasonable and proportionate**
 - **Phase in any increases gradually** rather than implement them all at once

Overall Conclusion & Future Activity

Explain the overall findings of the assessment and reasons for outcome (please choose one):		
1. No inequality, inclusion issues or opportunities to further improve have been identified		
Negative / unequal impact, barriers to inclusion or improvement opportunities identified	2a. Adjustments made	Recommend to Cabinet that the taxi licensing fees and charges should be in the form of a phased increase i.e. only increase by 50% of the proposed fees in year one and then increase by the full amount in year two. This will help promote equality and inclusion for the aforementioned groups that could be negatively affected. It is also evidenced by the consultation responses, many of whom have alluded to this option being more favourable to them financially.
	2b. Continue as planned	
	2c. Stop and remove	

Detail the actions that are needed as a result of this assessment and how they will help to remove discrimination & harassment, promote equal opportunities and / or encourage good relations :				
Action	Will this help to remove, promote and / or encourage?	Responsible officer	Deadline	How will this be embedded as business as usual?
Monitor council cost of providing the service to ensure Council costs are covered and the service is not subsidised thus assisting the Council with its financial security challenges.	Promote equal opportunities	Rory Cosgrove	August 2026	Monitor every year during the fees and charges process.

Approved by Assistant Director:

Date: 12.08.25

Please send this EqIA to equalities@stevenage.gov.uk for critical friend feedback and for final submittance with the associated project.