



monmouthshire
sir fynwy

Integrated Impact Assessment document

(incorporating Equalities, Future Generations, Welsh Language and Socio Economic Duty)

Name of the Officer Linda O’Gorman / Jane Rodgers Phone no: 01633 644214 E-mail: lindaogorman@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal Taxi and Private Hire Policy and Conditions 2026
Name of Service area Licensing	Date 28 th November 2025

1. **Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	Not applicable	Not applicable	Not applicable
Disability	The taxi policy will retain its requirements for drivers to support people with disabilities when transport is required.	Not applicable	Not applicable
Gender reassignment	Not Applicable	Not applicable	Not applicable
Marriage or civil partnership	Not Applicable	Not applicable	Not applicable

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Pregnancy or maternity	Not Applicable	Not applicable	Not applicable
Race	Not Applicable	Not applicable	Not applicable
Religion or Belief	Not Applicable	Not applicable	Not applicable
Sex	Not Applicable	Not applicable	Not applicable
Sexual Orientation	Not Applicable	Not applicable	Not applicable

2. The Socio-economic Duty and Social Justice

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions This duty aligns with our commitment as an authority to Social Justice.

	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Socio-economic Duty and Social Justice	It seeks to improve prosperity through employment, assisting tourism and culture	Not applicable	Not applicable

3. Policy making and the Welsh language.

How does your proposal impact on the following aspects of the Council's Welsh Language Standards:	Describe the positive impacts of this proposal	Describe the negative impacts of this proposal	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts
Policy Making Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language no less favourably	Neutral	Not applicable	Not applicable
Operational Recruitment & Training of workforce	N/A	Not applicable	Not applicable
Service delivery Use of Welsh language in service delivery Promoting use of the language	N/A	Not applicable	Not applicable

4. Does your proposal deliver any of the well-being goals below? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	To provide a policy document with conditions that shape the image and style of passenger transport within Monmouthshire. To bring about harmonisation of licensing policies across Wales. The changes recommended by both Welsh Government and the Department of Transport (DfT) are to improve public safety, consistency of standards, harmonized enforcement, increased accessibility and better standards of customer service.	To amend the existing policy to have regard to the Department of Transport's Statutory Taxi and Private Hire Vehicle Standards dated July 2020 and the Welsh Government Harmonisation of Taxi and Private Hire Licensing in Wales.
A resilient Wales Maintain and enhance biodiversity and land, river and coastal ecosystems that support resilience and can adapt to change (e.g. climate change)	The changes form the basis for further development by Welsh Government to introduce national standards throughout Wales.	To review the policy when changes arise.
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	To ensure the safety of passengers. The private hire and hackney carriage trade provide a key service to the most vulnerable and diverse needs of the public.	To review the policy at least every 5 years
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	The hackney Carriage/private hire trade provide the ability for residents to travel between communities in the county and beyond. The safety of passengers is of primary consideration which requires drivers, vehicle proprietors and operators to be vetted in relation to their fitness and suitability.	To review the policy at least every 5 years
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	As above	As above

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	The Taxi Policy will be available in English and Welsh as required by the applicant/ licensee	Application forms ask the applicant if they would like future correspondence in English or Welsh. Every licence issued is bilingual.
A more equal Wales People can fulfil their potential no matter what their background or circumstances	The Council ensures that it treats all individuals who are renewing or making new applications for licences, with equal respect in line with the Council's Strategic Equality Plan.	Medical and Suitability checks will be conducted.

5. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 Balancing short term need with long term and planning for the future	The Taxi Policy will ensure Monmouthshire has clear guidelines for taxi firms to consider the long term impact on their business. The policy is required to be reviewed regularly, the DfT standards advocate that any taxi licensing policy is reviewed every 5 years but also consider interim reviews, if there are significant issues arising in the area before that time.	To review the policy at least every 5 years

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 Working together with other partners to deliver objectives Collaboration	The harmonized measures proposed in the Welsh Government guidance will ensure that there is a consistency across local authorities in Wales in relation to how licensing authorities will approach the licensing of drivers, vehicle proprietors and private hire vehicle operators. Furthermore the adoption of the measures advocated by the Department of Transport's Statutory Taxi and Private Hire Vehicle Standards dated July 2020 will be national reaching across the whole of the UK.	To amend the existing policy to have regard to the Department of Transport and Welsh Government recommendations.
 Involving those with an interest and seeking their views Involvement	As above.	Discussions, Engagement sessions and consultation
 Putting resources into preventing problems occurring or getting worse Prevention	There is an emphasis on prevention as the policy and licensing process ensures that a number of checks and safeguards are in place before a licence is granted. It places notification requirements on individuals to report matters affecting their suitability during the currency of a licence.	Continue to support, listen and work with the interested parties and Taxi trade of Monmouthshire.

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 Considering impact on all wellbeing goals together and on other bodies	To provide consistency for bodies and individuals who work with licensing or apply for a licence.	To review the policy at least every 5 years

6. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?

	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Safeguarding	The safeguarding requirements of the Policy has been enhanced by increasing Disclosure and Barring Service checks.	Not Applicable	Not Applicable
Corporate Parenting	Not Applicable	Not Applicable	Not Applicable

7. What evidence and data has informed the development of your proposal?

The Department of Transport's Statutory Taxi and Private Hire Vehicle Standards dated July 2020 and the Welsh Government Harmonisation of Taxi and Private Hire Licensing in Wales

8. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?

To have a more uniform Taxi Policy and Conditions document to aid our drivers, proprietors and operators before they make decisions on their business. We will continue to monitor our conditions and assess as and when changes are required to improve the document.

9. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

What are you going to do	When are you going to do it?	Who is responsible
Inform our currently licensed drivers, proprietors and operators of the amendments.	Following the committee decision	Principal Licensing Officer

Inform the Transport Review including the Passenger Transport Unit of the decision that will have financial implication for them.	Following the committee decision	Principal Licensing Officer
To provide a copy of the finalised policy and conditions to Torfaen Training who provide the knowledge test for all new applicants.	Following the committee decision	Principal Licensing Officer

10. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1.	Taxi and Regulatory Committee	09/12/2025	Decision of final Taxi and Private Hire Policy and Conditions 2026 following consultation – Policy to commence 1 st January 2026