

DVLA Equality Impact Assessment Stage One - initial screening

Name of function / policy / project	European Union 3 rd Directive (EU3D)
Directorate / work area Name of assessors	ISD

Write a brief description of your function and its aims. If screening a project focus on the service or policy the project is set-up to review or improve.

The Third Driving Licence Directive 2006/126/EC introduces a Single driving licence model (gradually) replacing the existing 110 different models. In connection with a harmonised period of validity of the licence, this single driving licence model should solve existing problems of transparency for citizens, police forces and administrations responsible for the administration of driving licences and also prevent falsification of the driving licence.

The new harmonised model will be obligatory for all new licences issued after 18 January 2013. Existing licences that are still valid need not be replaced with the new model.

The old (paper) model as set out in Directive 91/439/EEC will be replaced by a plastic card model as defined in the proposed working document (see Annex), and will include the new harmonised categories AM and A2.

Indicate the impact for each protected characteristic and give your reason. Include any positive impacts that resulted in improved access or services.

Protected Characteristic	Say if impact is positive, negative or no impact	Reason
Age	Negative Impact	<p>Mandatory changes to the administrative validity periods of Group 2 photo card licences.</p> <p>Photo card driving licences issued from 19 January 2013 for this group of drivers must have an administrative validity of five years only, from the date the driving entitlement is obtained. This will increase costs for vocational drivers aged over 45.</p>
Disability	Positive	The Third Directive enables adoption of specific provisions making it easier for physically disabled persons to drive vehicles.
Race	No Impact	
Sex	No impact	
Gender reassignment	No Impact	

Religion or belief	No Impact	
Sexual orientation	No Impact	
Marriage & Civil partnerships	No impact	
Pregnancy & Maternity	No Impact	
Other equality issues	No Impact	

You must complete a full EQIA if:

- You find a negative impact on any protected characteristic.
- This is a high profile or major policy that will either affect many people or have a severe effect on some people.

Is a full EQIA required?	Yes (go to Stage two)	No
If no, please explain briefly:		
<ul style="list-style-type: none"> • why you have reached this conclusion • what your evidence is • describe any feedback from stakeholders that supports your conclusion. 		

Person responsible for function: sign-off and date completed.	
Retain a copy and send completed template to xxxx	

DVLA Equality Impact Assessment Template Stage 2 – Full Assessment

Build on the information from your screening. You need to give:

- The name of the function
- The aims of the function see stage 1
- List the people who will benefit from it
- European Union 3rd Directive 2006/126/EC for Driving Licences
- see stage 1

Now describe how this fits into ‘the bigger picture’ including other DVLA priorities.

Compliance with the 3rd Directive is mandated by the UK government. The 3rd directive must be transposed into domestic legislation by 19 January 2011 and all measures implemented by 19 January 2013.

What evidence or information do you already have about how this function might affect people?

- Provide a summary of the evidence you have captured and considered. Attach annexes if you need to give details.
- Explain what data was used and why it was relevant
- Identify any gaps in the evidence and explain how you will address them
- If you have not yet consulted, explain how you will involve and consult people.
(Consultation should be proportionate to the function’s importance and likely impact.)

Impact tests carried out as part of the consultation document issued in November 2009 include;

Competition Assessment; Small Firms impact test; Legal Aid; Sustainable development; carbon assessment; other Environment; Health impact assessment; Race Equality; Disability Equality; gender equality; Human Rights; Rural Proofing

Evidence guidance notes - sources of evidence may include both internal and external data and may be quantitative (statistics and other hard data) and qualitative (opinions, anecdotal)

- Monitoring reports including equality monitoring data
- Customer feedback including any complaints data
- Staff monitoring data and other demographic information, population data,
- Complaints and grievances statistics

- Anecdotal evidence can be included -anonymise if appropriate
- Published research e.g. staff surveys, audits, action plans
- Feedback and analysis from consultations, surveys and focus groups
- minutes from meetings, e-mails, plans, circulars & other communications
- Feedback from individuals or organisations representing target groups

How have stakeholders been involved in assessing the impact of this function? Who are they and what is their view?

Full consultation taken place and findings documented and printed on the internet.

Please explain how the needs of disabled people and any accessibility issues been taken into account

No negative impact on disabled group. See screen 1

Analyse the evidence you have collected and assess the likely impact on the groups who share protected characteristics

Age Group – Negative Impact see mitigation below

Can you change the function to reduce or remove the cause of negative effects or find an alternative approach?

If the negative impact cannot be reduced, please explain why.

This negative impact is mitigated by Improved Road Safety. Drivers of medium and large buses and lorries must renew their licences and demonstrate continuing medical fitness every five years (the present UK requirement is five yearly renewal only after age 45)

If there are positive impacts, explain what they are and who will benefit and how.

The Third Directive enables adoption of specific provisions making it easier for physically disabled persons to drive vehicles.

Explain how you will monitor the effects of the function.

DVLA will monitor complaints and customer feedback using the DVLA complaints database. Feedback from the public consultation document has been recorded and published on the internet. Benefits will be monitored by the business at DVLA after go live.

Summarise your recommendations.

Please note: if it is impossible to reduce negative impacts to an acceptable or even lawful level, the recommendations should include that the function or the relevant part

of it should not proceed.

No further action is required

Assessment Action plan guidance

This plan should show the required actions identified through the EQIA assessing process. It should show who has specific responsibilities and what will be done and when. It should explain how actions will be integrated into business plans and other strategic documents. It must demonstrate that the EQIA will be actioned and any monitoring needed will be put in place.

Describe what actions need to be taken as a result of this assessment including:

- What targets have been identified and how they will be monitored and evaluated.
- What measures are in place to ensure actions are taken on monitoring and evaluation evidence?
- How you will give feedback to stakeholders and how stakeholders will be involved in monitoring and evaluation.
- How you will communicate the results of this EQIA and where and how it will be published.
- Alternative accessibility – state if options are available if required.

Assessment Action Plan template

Please list the actions you need to take as a result of this assessment

Issue	Action	Outcomes needed	Person responsible	Date union consulted and views

Senior manager responsible for Impact assessment	Project Manager
Signed and date	
Person responsible for review	EU3D Project Team
Date completed	10/01/2013
Keep your own copy and send a copy to HR Policy Group to publish.	