

## **SLOUGH BOROUGH COUNCIL**

**REPORT TO:** Licensing Committee                      **DATE:** 20<sup>th</sup> October 2016

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**WARD(S):** ALL

### **PART I**

#### **FOR COMMENT AND DECISION**

#### **DRESS CODE FOR PRIVATE HIRE AND HACKNEY CARRIAGE DRIVERS**

1. **Purpose of Report**

For the Committee to consider and comment on a Dress Code for Private Hire and Hackney Carriage drivers.

2. **Recommendation**

The Committee is requested to either:

(a) Approve the Dress Code as proposed, or

(b) Amend and approve the Dress Code as it sees fit in light of the responses to the consultation.

3. **The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan**

As the report outlines the Council does not have in place a formal dress code other than a specific condition of tidiness which is – The driver shall at all times be clean and respectable in their dress and person and behave in a civil and orderly manner.

The appearance of licensed drivers can create a lasting impression on visitors and the local fare paying public in general. Portraying a professional image is good for business and good for the Borough of Slough.

Whilst the Authority does not wish to impose such standards by way of conditions to any licence, it expects however, that such standards will be maintained at all times.

3a. **Slough Joint Wellbeing Strategy Priorities –**

The proposal of a dress code will contribute to the following wellbeing priorities:

- Economy and Skills
- Safer Communities

Cross-Cutting themes:

Approving the introduction of a dress code portray a professional image of the licensed trade and will contribute to the cross cutting theme of **Improving the image of the town.**

3b. **Five Year Plan Outcomes**

The report outlines the reasons for the introduction of a dress code. This will contribute to the Five Year Plan with the specific outcome of :

- Slough will be one of the safest places in the Thames Valley

4. **Other Implications**

(a) Financial

There are no financial implications involved in the proposed action.

Risk Management

Recommendation	Risk/Threat/Opportunity	Mitigation(s)
As detailed in Point 2.	It is important that all licensed private hire and hackney carriage drivers dress in a manner that presents a professional image.	Although the Authority does not wish to impose a dress code as conditions, it expects that dress standards will be maintained at all times.

(b) Human Rights Act and Other Legal Implications

Section 1 and Schedule 1 Parts I & II of The Human Rights Act 1998 apply:

Article 1 – Every person is entitled to the peaceful enjoyment of his or her possessions including the possession of licence and shall not be deprived of the possession except in the public interest

Article 6 – That in the determination of civil rights and obligations everyone is entitled to a fair and public hearing within a reasonable time by an independent and impartial tribunal established by law.

(c) Equalities Impact Assessment

An Equality Impact Assessment has been completed following the original proposals and after consultation with the licensed trade, that indicates that there is no negative or adverse impact on any individual or any equality group.

5. **Supporting Information**

- 5.1 The appearance and dress of licensed drivers can create a lasting impression on visitors and the local fare paying public in general. This portrays a professional image which is good for business and good for the image of the Borough of Slough.

- 5.2 The Council currently only has one specific condition in place for tidiness of licensed drivers which is:

*The driver shall at all times be clean and respectable in their dress and person and behave in a civil and orderly manner.*

- 5.3 The Authority is committed to encouraging the professional image of the private hire and hackney carriage trade and the drivers should conform to a minimum standard of dress in order to raise and maintain the professional profile of the licensed drivers. Whilst the Authority does not wish to impose such standards by way of conditions to any licence, it expects that such standards will be maintained at all times.

- 5.4 In doing so, a dress code has been prepared for approval which is attached at **Appendix A.**

- 5.5 The dress code was subject to initial consultation with representatives of the Slough Private Hire Drivers Association and the Slough Taxi Federation on 9<sup>th</sup> August and 11<sup>th</sup> August 2016 respectively who were supportive of the proposal for a dress code other than comments in relation to footwear which was amended prior to the full consultation from '*Footwear should fit around the heel of feet*' to 'Shoes or smart trainers that cover the whole of the foot'. There were also comments in relation to Section 4 of the dress code – **Faith or Religious Clothing**. The comments on this area are detailed in the responses to the consultation. A full consultation was conducted with all licensed private hire and hackney carriage drivers and Operators between 15<sup>th</sup> August 2016 and 16<sup>th</sup> September 2016. All responses to the consultation from the initial meetings and full consultation are detailed at **Appendix B.**

- 5.6 In considering the responses to the consultation and approving the introduction of a dress code the Committee should have regard to having a balance between drivers presenting a professional image for the Borough, without impacting on an individual's freedom to wear clothes that are not too prescriptive.

## 6. **Comments of Other Committees**

None

## 7. **Conclusion**

The Committee is requested to consider the response to the consultation and either approve the dress code as proposed or amend the dress code as it sees fit.

## 8. **Appendices Attached**

'A' - Proposed Dress Code

'B' - Responses to the consultation

## 9. **Background Papers**

None

## **Dress Code for Private Hire and Hackney Carriage Drivers**

The Authority is committed to encouraging the professional image of the Private Hire and Hackney Carriage trade and it considers that drivers should conform to a minimum standard of dress, as set out below, in order to raise and maintain the profile of the licensed trade. Whilst the Authority does not wish to impose such standards by way of conditions to any licence, it expects however, that such standards will be maintained at all times.

### **General**

- Drivers shall pay particular attention to their personal hygiene and dress so as to dress appropriately and present a professional image to the public.

### **Acceptable Standards of Dress within this code Conditions**

#### **(1) Tops**

- Shirts, blouses, T-shirts, polo shirts, or sweat tops should cover the shoulders and be capable of being worn inside skirts, trousers or shorts.
- Shirts or blouses can be worn with a tie or open-necked.

#### **(2) Trousers/Shorts/Skirts/Dresses**

- Trousers may be either full length or [shorts if tailored].
- Female drivers should not wear inappropriately short skirts or dresses.
- Smart jeans type trousers permitted.

#### **(3) Footwear**

- Shoes or smart trainers that cover the whole of the foot.

#### **(4) Faith or Religious Clothing**

- Clothing worn for faith or religious purposes is permissible.

### **Examples of Unacceptable Standards of Dress within this Code**

- Bare chests
- Unclean, soiled or damaged clothing or footwear
- Clothing with offensive words, logos or graphics
- [Sport wear promoting sports teams]
- [Clothing with studs or sharp edges]
- Beach type footwear (e.g. Flip Flops and mules)
- Baseball caps or 'hoodies'
- [Tracksuits] or shell suits
- Clothing which is transparent or worn so as to reveal undergarments

## APPENDIX B

<b>Response Comment</b>	
PHDA said on first reading its fine and appears to be standard for all companies anyway; they will come back to us once they've had a further reading.	Meeting with Slough Private Hire driver Association meeting on 9/08/2016
Suggested amendment to footwear wording and said not happy with 'faith clothing'. Expanded by saying some people wear faith clothing as pyjamas to sleep in and then wake-up and go straight out to work as HCD without washing or changing their clothes so they are smelly, dirty and unkempt.	Meeting with Slough Taxi Federations on 11/08/2016  <i>(In response MS/MJS will consider re-wording footwear but personal hygiene is covered elsewhere in the code/charter).</i>
Dress code > We agree with standards of dress code. > We DO NOT agree with religious clothes been worn. This should not be included as you are aware of the GWR dress code does not allow it. We need to maintain high standard and look like we are working. Turbans are permitted, as compulsory for Sikh faith allowed in army, police.	Member of Hackney Carriage Trade
We would like to update you with our most recent contract with GWR.  Please take this into account when deciding upon dress code.	Member of the Slough Taxi Federation