

**PERTH AND KINROSS COUNCIL****LICENSING COMMITTEE.****26 June 2014****Dress Code for Drivers of Private Hire Cars and Taxis****Report by Head of Legal Services****PURPOSE OF REPORT**

The purpose of this report is to request that the Licensing Committee considers introducing a dress code for drivers of private hire cars and taxis.

**1. BACKGROUND / MAIN ISSUES**

- 1.1 The Council regulates the licensing of taxi and private hire cars under the Civic Government (Scotland) Act 1982. As part of that, the Council can impose conditions on taxi and private hire car licences.
- 1.2 At present the Council has no dress code with which drivers of private hire cars and taxis are obliged to comply.
- 1.3 A number of local authorities throughout Scotland have introduced dress codes for private hire cars and taxis and examples from Renfrewshire Council, Glasgow City Council and Edinburgh City Council are attached. (Appendix 1)
- 1.4 The adoption of a dress code would ensure that the drivers of private taxi hire cars and taxis are consistently smart and presentable in appearance. Furthermore, the professionalism of the taxi and private hire car trade in Perth is arguably reflected in the appearance of their drivers which will also reflect on the image of Perth.
- 1.5 The dress code (Appendix 2) was circulated and discussed at a meeting of the Taxi / Private Hire Liaison Forum on 1 October 2012 and there was broad agreement about the dress code that was proposed amongst those that attended the meeting. The code is not overly prescriptive.

**2. PROPOSALS**

- 2.1 That the Committee considers adopting the proposed dress code.
- 2.2 That if the dress code for taxi drivers is introduced, the impact of this measure should be monitored and reviewed.

### 3. CONCLUSION AND RECOMMENDATION(S)

- 3.1 It is recommended that the Committee considers introducing the dress code with which taxi drivers would be required to comply.

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#### Approved

Name	Designation	Date
Ian Innes	Head of Legal Services	18 June 2014

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## 1. IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION

*The undernoted table should be completed for all reports. Where the answer is 'yes', the relevant section(s) should also be completed. Where the answer is 'no', the relevant section(s) should be marked 'not available (n/a)'.*

<b>Strategic Implications</b>	<b>Yes / None</b>
Community Plan / Single Outcome Agreement	<b>None</b>
Corporate Plan	<b>None</b>
<b>Resource Implications</b>	
Financial	<b>None</b>
Workforce	<b>None</b>
Asset Management (land, property, IST)	<b>None</b>
<b>Assessments</b>	
Equality Impact Assessment	<b>Yes</b>
Strategic Environmental Assessment	<b>None</b>
Sustainability (community, economic, environmental)	<b>None</b>
Legal and Governance	<b>Yes</b>
Risk	<b>None</b>
<b>Consultation</b>	
Internal	<b>None</b>
External	<b>Yes</b>
<b>Communication</b>	
Communications Plan	<b>None</b>

### 1. Strategic Implications

Community Plan / Single Outcome Agreement

1.1 Not applicable

Corporate Plan

1.2 Not applicable

### 2. Resource Implications

Financial

2.1 Not applicable

Workforce

2.2 Not applicable

Asset Management (land, property, IT)

2.3 Not applicable

### **3. Assessments**

Not applicable

#### Equality Impact Assessment

- 3.1 Under the Equality Act 2010, the Council is required to eliminate discrimination, advance equality of opportunity, and foster good relations between equality groups. Carrying out Equality Impact Assessments for plans and policies allows the Council to demonstrate that it is meeting these duties.

This section should reflect that the proposals have been considered under the Corporate Equalities Impact Assessment process (EqIA) with the following outcome:

- (i) Assessed as relevant and action taken to reduce or remove the following negative impacts:

An exemption was included in the dress code from the requirement to adhere to aspects of the dress code for religious reasons.

#### Strategic Environmental Assessment

Not applicable

- 3.3 The Environmental Assessment (Scotland) Act 2005 places a duty on the Council to identify and assess the environmental consequences of its proposals.

This section should reflect that the proposals have been considered under the Act and however, no action is required as the Act does not apply to the matters presented in this report. This is because the Committee are requested to note the contents of the report only and the Committee are not being requested to approve, adopt or agree to an action or to set the framework for future decisions.

#### Sustainability

Not applicable

#### Legal and Governance

- 3.4 The Head of Legal Services has been consulted.

#### Risk

Not applicable

#### **4. Consultation**

##### Internal

4.1 Not applicable

##### External

4.2 Taxi Drivers and Taxi Operators have been consulted.

#### **5. Communication**

5.1 Not applicable

#### **6. Background Papers**

None

#### **7. Appendices**

Appendix 1 – Examples of dress codes from Renfrewshire Council, Glasgow City Council and Edinburgh City Council.

Appendix 2 – The proposed dress code.

**EDINBURGH CITY COUNCIL  
PRIVATE HIRE CAR AND TAXI DRIVER'S  
DRESS CODE**

As from 18 June 2002 and as amended by the Council from time to time, all taxi and private hire car drivers must comply with the following dress code:

**Male Drivers**

- Shirt with collar either open neck or (preferably) with tie
- Smart trousers
- Shoes

**Female Drivers**

- A blouse
- Smart skirt or trousers
- Shoes

The following must not be worn:

- Training Shoes
- Baseball caps
- Track suits
- Denims
- T-shirts

**GLASGOW CITY COUNCIL  
PRIVATE HIRE CAR AND TAXI DRIVER'S  
DRESS CODE**

The following code has been drafted by the Licensing Authority with the assistance of the following bodies:- Strathclyde Police; Glasgow City Council Enforcement Unit; Greater Glasgow Private Hire Association; and Glasgow Wide TOA Ltd – and has to be observed by all Private Hire Car and Taxi Driver's licensed by this Authority.

1. All drivers are required to dress smartly and to maintain a clean and tidy appearance.
2. If your radio base requires you to wear a uniform or comply with a certain standard of dress, you must do so.
3. If your radio base does not operate a dress code, you are required to dress appropriately: for men, a long or short sleeved shirt and tie is the preferred option, although a long or short sleeved shirt with no tie is acceptable, and for women: tailored slacks or skirt and a long or short sleeved blouse is the preferred option.
4. Denims, shorts, T-shirts, track suits and other casual sports leisure suits are not acceptable, as are sleeveless shirts, blouses or casual polo shirts.
5. You must be clean and presentable at all times.
6. Your hair should be clean and combed, and men with moustaches or beards should ensure they are kept neat and trimmed.

**RENFREWSHIRE CITY COUNCIL  
PRIVATE HIRE CAR AND TAXI DRIVER'S  
DRESS CODE**

Renfrewshire Council operates a strict dress code for licensed taxi and private hire car drivers. All drivers must meet the following dress code:

**Male Drivers**

- Plain shirt (any colour)
- Plain tie (any colour)
- Navy blue or black trousers
- Black dress shoes

**Female Drivers**

- Plain blouse (any colour)
- Navy blue or black skirt or trousers
- Black dress shoes

The following items of clothing must never be worn:

- Trainers
- Baseball caps
- Tracksuits
- Denims
- Casual clothing
- T-shirts



**DRESS CODE**

1. All drivers are to dress smartly and maintain a clean and tidy appearance.
2. Where drivers work for an operator who requires a uniform or dress standards, then drivers should comply with this.
3. There is an exemption from aspects of the dress code for religious reasons.
4. In all other cases the following requirements apply:

**Male Drivers**

Shirt, either open neck or (preferably) with tie  
Smart trousers or tailored shorts  
Shoes

**Female Drivers**

A blouse  
Smart skirt or trousers  
Shoes or boots

**The following must not be worn:**

Training shoes  
Baseball caps  
Track suits  
Denims  
T-shirt/vests

5. Hair must be clean and combed.
6. Men with moustaches or beards should ensure that they are kept neat and trimmed.
7. All drivers must be clean and presentable at all times