

SLOUGH BOROUGH COUNCIL

REPORT TO: Licensing Committee **DATE:** 15th February 2018

CONTACT OFFICER: Michael Sims - Licensing Manager
(For all Enquiries) (01753) 477387
Ginny de Haan – Head of Consumer Protection and
Business Compliance
(01753 477912)

WARD(S): **ALL**

PART I
FOR DECISION

UPDATE ON MANDATORY SAFEGAURDING TRAINING FOR HACKNEY CARRIAGE AND PRIVATE HIRE DRIVERS AND OPERATORS

1. **Purpose of Report**

To provide the Committee with an update on the Mandatory Safeguarding Training approved in 2015 for all Hackney Carriage and Private Hire Drivers and Operators, and to approve the suspension of a licence where the licence holder has persistently failed to attend the mandatory Safeguarding training.

2. **Recommendation(s)**

The Committee is requested to:

- a) note the contents of the report
- b) with immediate effect approve that where any current holder of a Hackney Carriage or Private Hire Driver or Operator licence has repeatedly failed to attend a scheduled Safeguarding Training session by 31st May 2018, their licence will be suspended until they attend a scheduled training session.

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

The primary role of the licensing authority is the protection, safety and wellbeing of the public.

In 2014 and 2015, a number of high profile safeguarding issues around the country were publicised in particular relating to Child Sexual Exploitation (“CSE”), some involving Hackney Carriage and Private Hire drivers.

The Hackney Carriage and Private Hire trade, including both the drivers and Operators, carry out and deal with hundreds of fares on a daily basis some of whom are potentially vulnerable people. The Safeguarding Training has increased and raised awareness of all aspects of safeguarding including identifying vulnerable persons.

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

Safeguarding issues, particularly that of CSE are high on the agenda and priorities of both the JSNA and SJWS. The training is contained in the LSCB Strategy.

The Mandatory ‘Safeguarding Training’ is contributing considerably to the wellbeing priorities of:

- Protecting vulnerable children
- Increasing life expectancy by focusing on inequalities
- Improving mental health and wellbeing

3b. **Five Year Plan Outcomes**

The Mandatory Safeguarding Training has contributed and will continue to contribute to the Five year Plan outcomes of:

1. Our children and young people will have the best start in life and opportunities to give them positive lives.
2. Slough will be an attractive place where people choose to live, work and visit.
3. Slough will attract, retain and grow businesses and investment to provide jobs and opportunities for our residents.

4. **Other Implications**

(a) Financial

There are no financial implications of the proposed action.

(b) Risk Management

Recommendation from section 2 above	Risks/Threats/ Opportunities	Current Controls	Using the Risk Management Matrix Score the risk	Future Controls
With immediate effect, Approve that where any current holder of a hackney carriage or private hire driver or Operator licence has repeatedly failed to book on and/or attend a scheduled Safeguarding Training session by 31st May 2018, their licence will be	The primary role of the licensing authority is the protection, safety and wellbeing of the public. The Safeguarding training has been instrumental in raising awareness of CSE with drivers and Operators. Failure for those	Safeguarding training on CSE and Vulnerable adults is a mandatory requirement of all new and existing Hackney Carriage and Private Hire Driver and Operator licence holders.	15	Continue to deliver Safeguarding training to all new applicants. Then review for 3 year refresher training.

suspended until the attendance at any future scheduled training session.	licence holders to attend any training sessions means that they are not properly informed or trained on identifying and reporting CSE			
--	---	--	--	--

(c) 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.

(d) Equalities Impact Assessment

An Equality Impact Assessment has been completed and indicates that there is no negative or adverse impact on any individual or any equality group.

5. Supporting Information

- 5.1 Members approved Mandatory Safeguarding training for all new applicants for and current holders of Hackney Carriage and Private Hire Driver and Operators licence in July 2015.
- 5.2 Following liaison with some other Berkshire Authorities, Slough developed its own Safeguarding Training Package covering CSE and Trafficking and Vulnerable Adults and was the first Berkshire Authority to do so.
- 5.3 The training has been delivered by members of the Licensing Team, the CSE and Trafficking Co-ordinator and Adult Safeguarding Co-ordinator which has resulted in the officers involved receiving a Berkshire Environmental Health Managers Achievement Award, as well as being nominated for and receiving SBC Hero Certificates.
- 5.4 The Training commenced on 27th September 2016 and has covered to date a total of 36 sessions, with currently 901 new applicants and current licence holders having undergone the training. All new applicants have to undergo the Safeguarding Training prior to their licence being granted. There are further sessions scheduled for the **27th February, 29th March, 30th April and 31st May 2018.**

- 5.5 At the training sessions, each attendee is provided with a wallet pack containing; a leaflet and business card on identifying and reporting CSE, a new vehicle window sticker, stating that the driver has undergone the training, useful information and guidance for drivers on 'protecting yourself and others', important information on how and who to report concerns and information too, and most recently information on reporting Modern Slavery and Human Trafficking. In addition all attendees are provided with a certificate of attendance.
- 5.6 In addition to the training being delivered to Slough licensed Drivers and Operators, other drivers engaged in Home to School Transport have also undergone the training. Having liaised with the Community Transport Manager, similar training will now be delivered to all Home to School Transport Escorts on the above dates.
- 5.7 The training is now currently being evaluated by Miss Tamara Hoefer from University College London with a final report to be published later this year.
- 5.8 Despite the success of the training and of the number of new and current licence holders that have attended, there are approximately 55 current licence holders who have repeatedly failed to attend the training since it commenced in September 2016. These licence holders have been written to on at least 4 occasions, advising them that the training is mandatory and that they must book on and attend any of the scheduled sessions. In addition the mandatory Safeguarding Training sessions have also been published in the last 3 Taxi and Private Hire Newsletters inviting all licence holder to attend and that it is a mandatory requirement.
- 5.9 In light of the number of licence holders that have so far persistently failed to attend any of the last 36 training sessions, despite having been written to on several occasions to do so, Officers are recommending that the Licensing Committee approve the following with immediate effect:

'With immediate effect, approve that where any current holder of a Hackney Carriage or Private Hire Driver or Operator licence has repeatedly failed to attend a scheduled Safeguarding Training session by 31st May 2018, their Driver or Operator licence will be suspended until they attend a scheduled training session'.

Note: The dates of training sessions after the 31st May 2018 have yet to be confirmed for new applicants.

- 5.10 All outstanding licence holders who have so far failed to attend any training session were written too on the 11th January 2018, advising them of the dates of the remaining scheduled training sessions and that they must attend. In addition they were advised that a recommendation would be made to the Licensing Committee to suspend their licence if they fail to attend any of the currently scheduled training sessions. A copy of the letter dated 11th January 2018 is attached at **Appendix A**.

6. Comments of Other Committees

None.

7. Conclusion

The Committee is requested to:

- (a) note the contents of the report, and
- (b) approve that where any current holder of a hackney carriage or private hire driver or Operator licence has repeatedly failed to book on and/or attend a scheduled Safeguarding Training session, their licence will be suspended until the attendance at any future scheduled training session.

8. Appendices Attached

‘A’ Letter dated 11th January 2018 to non-attending licence holders.

9. Background Papers

LGA Tackling child sexual exploitation – A resource pack for Councils

LGA Taxi and PHV Licensing – Councillors’ Handbook

LSCB CSE Strategic Group Action Plan

APPENDIX A

11th January 2018

Department: Licensing
Contact Name: Michael Sims
Contact No: 01753 477387
Email: Michael.sims@slough.gov.uk

Our Ref: MANDATORY SAFEGUARDING TRAINING
Your Ref:

Dear

Re: Final Request - Mandatory Safeguarding Awareness Training Sessions

The Licensing Committee approved mandatory Safeguarding Awareness Training for all currently licensed hackney carriage and private hire drivers and operators and all new applicants in July 2015.

The training is **MANDATORY** and you **MUST** attend one of the remaining training sessions.

As you have so far failed to attend any of the previous training sessions despite having been written to on several occasions as well as the dates and locations having been published in the Taxi and Private Hire Newsletter this is a final request that you do undertake the training.

I will be putting a report to the Licensing Committee as soon as possible requesting approval to automatically suspend any drivers licence who has repeatedly failed to book on or attend the mandatory training, so please be advised that if you do not book on or attend one of the remaining sessions (dates and locations detailed below) your driver licence may well be suspended.

The training sessions are **free**, run for a maximum of **2 hours** per session and **you do not have to take a test**.

To book your session place **YOU MUST:**

1. Choose a date and time from the list printed on the back of this letter
2. Call Licensing on 01753 875664, *or*
3. Email your choice to licensing@slough.gov.uk

Please bring one of the following with you:

1. Private Hire or Hackney Carriage badge (current licensed drivers), *or*
2. DVLA driving licence (operators / new applicants), *or*
3. Passport (operators / new applicants)

At the training session you will be given an information pack and certificate of attendance to keep. We also ask you to fill in a short survey at the end of your session to let us know what you thought of the training.

If you have already booked on one of the below sessions please disregard this letter.

I look forward to seeing you soon.

Kind regards,

Michael Sims
Licensing Manager
Regulatory Services – Licensing

DATE	TIME	ROOM	LOCATION
31/01/2018	12.00 to 2.00pm	Conference Rooms 3 & 4	Landmark Place
27/02/2018	12.00 to 2.00pm	Conference Rooms 3 & 4	Landmark Place
29/03/2018	12.00 to 2.00pm	Conference Rooms 3 & 4	Landmark Place
30/04/2018	12.00 to 2.00pm	Conference Rooms 3 & 4	Landmark Place
31/05/2018	12.00 to 2.00pm	Conference Rooms 3 & 4	Landmark Place