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# NORTH AYRSHIRE COUNCIL

10<sup>th</sup> April 2024

## LICENSING COMMITTEE

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**Title:** Taxi drivers dress code

**Purpose:** Review of dress code requirements for taxi drivers.

**Recommendation:** A review of the dress code is undertaken by the Committee, and that the Committee decide on the terms of the revised code and thereafter consult with the taxi trade on such with a further report back to the Committee to determine the revised conditions to be adopted.

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### 1. Executive Summary

1.1 Following the Licensing Committee meeting on Wednesday 8<sup>th</sup> November 2023, it was proposed that the current "Dress Code " for licensed Taxi/Private Hire Drivers be reviewed and proposals put forward to reflect modern practice, standards, and terminology. The Committee on the 7<sup>th</sup> February 2024 agreed to continue consideration of the report and suggested revised draft dress code until Members of the Licensing Committee had a further opportunity to submit comments on the dress code. Accordingly, these comments are now submitted for the consideration of the Committee and determination by the Committee as to the exact terms of the draft dress code that officers should consult with the taxi trade on.

### 2. Background

2.1 The present dress code for taxi drivers is as follows –

When the vehicle is operating as a Taxi or Private Hire Car, the Licenceholder must conduct himself/herself in a proper and civil manner and **be clean and tidy in appearance**.

Licenceholders must, when operating the licensed vehicle, conform to the following 'Dress Code':

- a) The Licenceholder must wear trousers, slacks, or a skirt, with a shirt, a blouse, or similar top or t-shirt with a collar. No clothing should have a logo apart from a small manufacturer's logo;
- b) Any tie must be a "clip-on";
- c) The Licenceholder may not wear a tracksuit, shorts or any similar article of casual clothing;

- d) The Licenceholder may not wear any article of clothing more commonly associated with sporting activities (including head-gear and foot-wear). The following are not permitted - jeans of any colour or description, training shoes, baseball shoes, sandals, baseball caps, cargo pants, hooded sweatshirts or military-style clothing;
- e) The Licenceholder may not wear clothing with printing or lettering (unless it is the name or contact details of the Licenceholder, the taxi firm, or the Taxi Association);
- f) The Licenceholder may not wear a hat, cap or other head-wear while driving.

These requirements apply:

1. whether the vehicle is driving or not, and
2. whether or not it is at the time under hire or plying for hire,

except that requirement (f) (prohibition of hat, cap or other head-wear) only applies where the vehicle is driving and either under hire or plying for hire.

Departure from any of these requirements is permitted only where a particular type of clothing is required by the traditional and customary practices of the Licenceholder's particular religious, ethnic or other cultural group.

Where the Licenceholder is told by an officer of the Licensing Authority that, in the officer's opinion, the Licenceholder's clothing is not consistent with this Condition (including the 'Dress Code'), the Licenceholder shall cease operating under the Licence and shall not resume unless he/she has changed to clothing which meets the Licence Condition.

### 3. Proposals

3.1 The following is proposed as the revised Dress Code for taxi drivers:

When the vehicle is operating as a Taxi or Private Hire Car, the Licenceholder must conduct himself/herself in a proper and civil manner and **be clean and tidy in appearance**.

Licenceholders must, when operating the licensed vehicle, conform to the following 'Dress Code'

- (a) The Licenceholder must not wear a hat, cap, baseball style cap, beanie hat or any other head wear while driving the vehicle.
- (b) Trousers must be full length dress style with belt hoops.
- (c) Jeans of any colour or description along with jogging trousers, tracksuit trousers are not acceptable.
- (d) Polo shirts must be one colour and have a collar with no printing or lettering except a small manufacturer's logo. It is acceptable for a company name or logo on the shirt. T-shirts with a round neck line, football attire or club colours are not acceptable.
- (e) Dress shorts may be worn at any time of the year provided they have belt hoops and are one colour. Three quarter length shorts are not permitted. Highly patterned or advertising printing are not acceptable. There may be a small manufacturer's logo. Gym or beach shorts are not permitted.
- (f) Any tie should be a clip-on style for the driver's own personal safety.

- (g) Jumpers either crew or V neck are permitted provided they are not highly patterned and may have a small manufacturer's logo or taxi firm details. Hoodies are not permitted.
- (h) Footwear may be either shoes or training shoes. Sandals and flip flops/sliders are not appropriate.

Departure from any of these requirements is permitted only where a particular type of clothing is required by the traditional and customary practices of the Licenceholder's particular religious, ethnic or other cultural group.

Where the Licenceholder is told by an officer of the Licensing Authority that, in the officer's opinion, the Licenceholder's clothing is not consistent with this Condition (including the 'Dress Code'), the Licenceholder shall cease operating under the Licence and shall not resume unless he/she has changed to clothing which meets the Licence Condition.

3.2 Following the report to the Committee on the 7<sup>th</sup> February 2024, further comments from Elected Members received in respect of the dress code were as follows:

1. Suggested additions-to include a reference to the wearing of skirts, and also black or blue jeans being worn and chino shorts being worn, black, grey or navy in colour.
2. Suggested deletions-to remove the reference to "head gear while driving" and also, separately to remove the reference to "ethnic or other cultural group" where it appears in the current draft revised dress code.
3. In addition, general comments were received that some Members were not supportive of the wearing of jeans in the dress code, and also that the code should not be revised to allow the wearing of trainers, and that possible consideration should be given to a uniform to be worn by drivers.

#### **4. Implications/Socio-economic Duty**

##### **Financial**

4.1 "None."

##### **Human Resources**

4.2 "None."

##### **Legal**

4.3 If the dress code conditions are approved it will result in two sets of Conditions. All existing licences granted prior to the amendment will be operating on the old dress code conditions.

##### **Equality/Socio-economic**

4.4 "None."

## **Climate Change and Carbon**

4.5 “None.”

## **Key Priorities**

4.6 “None.”

## **Community Wealth Building**

4.7 “None.”

## **5. Consultation**

5.1 When finalised consultation should take place with the TOA organisations along with independent drivers who are not members. Thereafter, a report should be brought back to the Committee detailing any comments received and observations thereon.

AILEEN CRAIG  
Head of Democratic Services

For further information please contact **Drew Robertson, Civic Licensing Standards Officer**, on **01294 310000**.

## **Background Papers**

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