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London
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Sent by email only to: foi@tfl.gov.uk

Our ref: 4275930

02 November 2020

Dear Sir / Madam

Freedom of Information request

We hereby make a request for information pursuant to section 1 of the Freedom of Information Act 2000. Specifically, we request that you please confirm whether you hold the information listed below, and if so, that you please communicate to us the information listed below:

1. The total number private hire drivers currently licensed by Transport for London ("drivers"); including a breakdown of the results by reference to the drivers': (a) ethnicity, (b) gender and (c) primary and secondary (where applicable) nationality.
2. The total number private hire vehicle operators currently licensed by Transport for London ("operators"); including a breakdown of the results by reference to (a) the number of drivers contracted with the respective operators; (b) the owner/controller of the respective operators': (i) ethnicity, (ii) gender and (iii) primary and secondary (where applicable) nationality.
3. The total number of drivers categorised as employees and workers within the meaning of section 230(1) and section 230(3)(a) of the Employment Rights Act 1996 and associated legislation (limb 'a' workers); including a breakdown of the results by reference to the drivers': (a) ethnicity, (b) gender and (c) primary and secondary (where applicable) nationality.
4. The total number of drivers categorised as workers within the meaning of section 230(3)(b) of the Employment Rights Act 1996 and associated legislation (limb 'b' workers); including a breakdown of the results by reference to the drivers': (a) ethnicity, (b) gender and (c) primary and secondary (where applicable) nationality.

5. The total number of drivers categorised as self-employed (independent contractors); including a breakdown of the results by reference to the drivers': (a) ethnicity, (b) gender and (c) primary and secondary (where applicable) nationality.
6. The total number of operators which treat their contracted drivers as: (a) employees and workers within the meaning set out at paragraph 3 above; (b) workers within the meaning set out at paragraph 4 above; and (c) self employed within the meaning set out at paragraph 5 above.
7. Details of processes, practices, safeguards or customs used assess, determine and objectively verify whether an applicant for an operator's licence does not, or does not propose to unlawfully misclassifying the employment status of their contracted driver(s). For example, by unlawfully misclassifying employees or workers as self employed (independent contractors).
8. Details of all processes, procedures, policies or customs applicable where a driver engaged in a contractual relationship with an operator and treated as self-employed, filed a legal claim against the respective operator alleging misclassification of their employment status. Particularly where the respective operator is similarly or equally engaged with a fleet of drivers who may not have filed a legal claim against the respective operator organisation alleging misclassification of employment status.
9. For each year between 2014 to 2020, the total number of: (a) operators subject to legal a claim(s) against them by a driver(s) alleging misclassification of employment status; (b) operators subjected by Transport for London to suspension or restriction of their operator's licence as a result of: (i) a legal claim(s) filed against it by a driver(s) alleging unlawful misclassification of employment status; and (ii) a judicial judgment(s) (including those subject to appeal) holding that the operator unlawfully misclassified the employment status of its driver(s); and (c) drivers affected or potentially affected by actual or potential misclassification of employment status based on legal claims filed against operator alleging the same; including a breakdown of the results by reference to the drivers': (i) ethnicity, (ii) gender and (iii) primary and secondary (where applicable) nationality.
10. Details of all processes, procedures, policies or customs implemented to protect drivers and passengers from risk of exposure to COVID-19 during the course of the drivers' performance of their licensed activities.
11. Details of all processes, procedures, policies or customs used to identify and/or determine whether any actual or potential contraventions of the Equality Act 2010 (including direct or indirect discrimination) have or may be perpetrated against a driver(s) by: (a) an operator; and/or (b) Transport for London; particularly such contraventions arising as a result of misclassification of the employment status of the driver(s).

Yours faithfully,



Shareb Affiliates