

# Equality Impact Assessment Form

An Equality Impact Assessment is a way of examining how different communities or groups of people will be affected by a current or proposed service, policy or project. It helps identify ways of removing or reducing any adverse or negative impacts and with developing an action plan for ensuring the service, policy or project has the most positive outcomes for our communities.

Equality Impact Assessments consider a range of issues in relation to equality groups. The Public Sector Equality Duty focuses on a set of protected characteristics which can be used as a tool to help us understand how our services will impact on our communities.

The Equality Duty covers the following 9 **protected characteristics**:

**Age, disability, gender reassignment, pregnancy and maternity, race, religion and belief, sex, sexual orientation, marriage and civil partnership** (only in the respect of the requirement of the general duty to have due regard to the need to eliminate discrimination)

The Council has also chosen to consider **rurality** and **socio economic status** as part of its Impact Assessments.

**EIA title:** What service change, policy or project are you assessing?

Statement of Licensing Policy 2021-2026

## 1. What is the purpose of this service change, policy or project?

Allerdale Borough Council is the licensing authority which regulates licensable activities under the Licensing Act 2003. It must review and publish a Statement of Licensing Policy which sets out the framework against which the authority will carry out its functions and how it will promote the four licensing objectives:

- The prevention of crime and disorder;
- Public safety;
- The prevention of public nuisance; and
- The protection of children from harm.

## 2. How does it contribute to the priorities and objectives in our Council Plan?

Council Strategy 2020-2030 – This policy contributes towards the Council achieving its strategic objectives by helping to create Thriving Towns and Villages where visitors and residents can enjoy a range of leisure and cultural activities and by supporting Resilient Communities helping to make sure that people can stay safe and feel safe in their everyday lives and helping to create safe, strong and inclusive communities.

**3. Who is likely to be affected by the service change, policy or project?** For example: all residents, young people, people with disabilities.

The licensing objectives result in this policy applying very broadly across all communities that live, work and visit the area. It seeks to improve the safety of the public and minimise the risk of crimes against them, to mitigate the effects of regulated activities on the communities in which the activities are held and to protect children from inappropriate activities. By its very nature this policy is relevant to all protected groups and in particular “children” have special status in view of the licensing objective to protect children from harm.

**4. What information and evidence have you used to support your findings on impacts? List any consultation or engagement undertaken.** For example: customer monitoring data, customer profiles, demographic information, survey results, customer feedback outcomes of consultation exercises.

Applications under the Licensing Act 2003 are prescribed by regulation and the Authority does not have the power to set its own forms. The current forms do not provide for the gathering of demographic data. As a consequence of this the authority's ability to analyse forms to examine any differential between protected groups is removed.

**5. How can this service, service change, policy or project help us to meet our equalities duties?** For example: by engaging young people, promoting good race relations or targeting services to meet the needs of older people.

Reviewing the policy every 5 years and going through the statutory consultation process ensures that as far as possible as many residents, representatives of licence holders, businesses, housing associations as well as any other organisations and the Responsible Authorities have an opportunity to put their views forward for consideration

**6. Are there any known equalities issues relating to this service, service change, policy or project that have been raised outside of Allerdale?** For example, by other councils, or through national research.

There has not been any event that indicates the policy adversely affects any protected group.



## 7. Impact and action plan

Use the table below to indicate whether the service change, policy or project is likely to have a positive<sup>1</sup>, adverse<sup>2</sup> or neutral impact on each of the groups listed and what that impact is. (See glossary below for definitions)

You also need to indicate what actions or provisions you have put in place, or propose to put in place, to ensure you address the adverse impacts identified.

Equality group	Positive (tick)	Adverse (tick)	Neutral (tick)	What is the impact?	Mitigating actions proposed (to address adverse impact)
Age	✓			Apart from the measures designed to protect children from harm, there are no other measures which distinguish individuals on the basis of age. Policy seeks to positively consider children by ensuring appropriate measures are in place for regulated entertainment and sale of alcohol so they are not exposed to adult entertainment and BBFC guidelines are adopted for exhibition of films. There are lawful age restrictions within the Licensing Act 2003 which prevent individuals under 18 from applying for certain types of licence and contains various offences relating to children. It also prevents unsupervised sales of alcohol by under 18s and has mandatory conditions stipulating	

<sup>1</sup> A **positive impact** is where one or more group or groups of people are put at an advantage by the way a particular policy or procedure is carried out. A positive impact may also occur where a particular policy or procedure will contribute to promoting equality, equal opportunities or improving relations within equality target groups.

<sup>2</sup> An **adverse impact** is where one or more group or groups of people are put at a disadvantage by the way a particular policy or procedure is carried out. For example, disabled or elderly people, or people living in very isolated rural areas may struggle to use wheelie bins as easily as other people.

Equality group	Positive (tick)	Adverse (tick)	Neutral (tick)	What is the impact?	Mitigating actions proposed (to address adverse impact)
				premises must have in place a challenge policy for age.	
Disability			√		
Gender			√		
Gender reassignment			√		
Marital and civil partnership status			√		
Pregnancy and maternity			√		
Race and minority ethnic groups			√		
Religion and/or belief			√		
Sexual orientation			√		
People in rural areas			√		
People on low incomes			√		

**8. Are the adverse impacts justified?** If they are, explain in what way. For example: disproportionate costs, legislative constraints.

Not applicable

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EIA completion

Date completed:	4 November 2020
Lead officer:	Gillian Collinson
Head of Service:	Sharon Sewell

Please forward an electronic copy of this completed assessment to: [policy@allderale.gov.uk](mailto:policy@allderale.gov.uk)

## Glossary

**Age:** This refers to a person having a particular age (for example, 32 year-olds) or being within an age group (for example, 18-30 year-olds).

**Disability:** A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. Includes: Physical/sensory disability; Mental Health; Learning disability.

**Gender:** This refers to a person being either male or female.

**Gender reassignment:** This is the process of transitioning from one sex to another, considered a personal process rather than a medical one and it does not require someone to undergo medical treatment in order to be protected.

**Marital and civil partnership:** Legal recognition of a same-sex couple's relationship. Civil partners must be treated the same as married couples on a range of legal matters.

**Maternity:** The period after giving birth. It is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding.

**Race:** It refers to a group of people defined by their colour, nationality (including citizenship), ethnic or national origins. Includes, Asian, Black and White minority ethnic groups inc. Eastern Europeans, Irish people and Gypsy Travellers.

**Religion or belief:** "Religion" means any religion, including a reference to a lack of religion. "Belief" includes religious and philosophical beliefs including lack of belief (for example, Atheism). The category includes, Christianity, Islam, Judaism, Hinduism, Buddhism, and non-religious beliefs such as Humanism.

**Sexual orientation:** This is whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

**Rurality:** Allerdale is defined as 'Rural-80' – this means we have at least 80 percent of our population in rural settlements and larger market towns.