

INITIAL EQUALITY IMPACT ASSESSMENT

Name of Policy, Decision, Strategy, Service or Function, Other: (please indicate)	Statement of Licensing Policy	
Lead Officer Name(s):	Tracy Brzozowski	
Job Title & Location:	Licensing and Enforcement Manager	
Department/Service Area:	Licensing and Enforcement Unit	
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Date Assessment:	Commenced: 16/10/2013	Completed: 16/10/2013

We carry out Equality Impact Assessments (EIAs) to analyse the effects of our decisions, policies or practices. The EIA should be undertaken/started at the beginning of the policy development process – before any decisions are made.

1. Overview

The main aims/objectives of this policy¹ are:
Licensing Authorities are required, by the Licensing Act 2003, to publish a statement of Licensing Policy which they propose to apply when exercising their functions. This statement must be published at least every three years. The current statement expires on 6th January 2014. The statement must also be reviewed and any amendments consulted upon.

(Refer to **EIA Guidance** for details)

Is the policy or decision under review (please tick)

New/proposed

Modified/adapted

Existing

MANAGEMENT ACTION REQUIRED (to be completed by the Head of P&P following review by Management Team / Programme Board)

- Outcome of EIA agreed/approved by Management Team / Programme Board:
Yes No
- Is a full CIA required Yes No
- Referred back to Assessor for amendment : (date)
- Published/made publicly available on: (date)

Signed:..... (Head of P&P) Date:

Date of Review²:

[To be Completed by Lead Officer]

¹ Policy refers to any policy, strategy, project, procedure, function, decision or delivery of service.

² This date will be set on an annual basis as default for review unless otherwise specified by you.

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2. Equality Impact

Using the table below please indicate whether the policy/strategy/decision has a positive, negative or no impact **from an equalities perspective** on any of the protected equality groups listed below. **Please also give consideration to wider equality of opportunity and community cohesion impacts within and between the groups identified. If you have identified any negative impact and mitigating actions are not sufficient, you will need to complete a Full Equality Impact Assessment.**

Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts or reasons why it will be of positive benefit or contribution)	No Impact
Age	Older people	<input type="checkbox"/>	<input type="checkbox"/>	A statement of policy which clearly outlines Council's Licensing Policy duties and how these are undertaken has a generally positive benefit there is no impact on any particular group.	<input checked="" type="checkbox"/>
	Younger people and children	<input type="checkbox"/>	<input type="checkbox"/>	A statement of policy which clearly outlines Council's Licensing Policy duties and how these are undertaken has a generally positive benefit there is no impact on any particular group.	<input checked="" type="checkbox"/>
Disability	Physical/learning/mental health	<input type="checkbox"/>	<input type="checkbox"/>	A statement of policy which clearly outlines Council's Licensing Policy duties and how these are undertaken has a generally positive benefit there is no impact on any particular group.	<input checked="" type="checkbox"/>
Gender Reassignment	Transsexual people	<input type="checkbox"/>	<input type="checkbox"/>	A statement of policy which clearly outlines Council's Licensing Policy duties and how these are undertaken has a generally positive benefit there is no impact on any particular group.	<input checked="" type="checkbox"/>
Pregnancy and Maternity		<input type="checkbox"/>	<input type="checkbox"/>	A statement of policy which clearly outlines Council's Licensing Policy duties and how these are undertaken has a generally positive benefit there is no impact on any particular group.	<input checked="" type="checkbox"/>
Race (Ethnicity or Nationality)	Asian or Asian British people	<input type="checkbox"/>	<input type="checkbox"/>	A statement of policy which clearly outlines Council's Licensing Policy duties and how these are undertaken has a generally positive benefit there is	<input checked="" type="checkbox"/>

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Equality	Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts or reasons why it will be of positive benefit or contribution)	No Impact	
			no impact on any particular group.		
	Black or black British people	<input type="checkbox"/>	<input type="checkbox"/>	A statement of policy which clearly outlines Council's Licensing Policy duties and how these are undertaken has a generally positive benefit there is no impact on any particular group.	<input checked="" type="checkbox"/>
	Irish people	<input type="checkbox"/>	<input type="checkbox"/>	A statement of policy which clearly outlines Council's Licensing Policy duties and how these are undertaken has a generally positive benefit there is no impact on any particular group.	<input checked="" type="checkbox"/>
	White British	<input type="checkbox"/>	<input type="checkbox"/>	A statement of policy which clearly outlines Council's Licensing Policy duties and how these are undertaken has a generally positive benefit there is no impact on any particular group.	<input checked="" type="checkbox"/>
	Chinese people	<input type="checkbox"/>	<input type="checkbox"/>	A statement of policy which clearly outlines Council's Licensing Policy duties and how these are undertaken has a generally positive benefit there is no impact on any particular group.	<input checked="" type="checkbox"/>
	Gypsies & Travellers	<input type="checkbox"/>	<input type="checkbox"/>	A statement of policy which clearly outlines Council's Licensing Policy duties and how these are undertaken has a generally positive benefit there is no impact on any particular group.	<input checked="" type="checkbox"/>
	Other minority communities not listed above (please state)	<input type="checkbox"/>	<input type="checkbox"/>	A statement of policy which clearly outlines Council's Licensing Policy duties and how these are undertaken has a generally positive benefit there is no impact on any particular group.	<input checked="" type="checkbox"/>
Belief or Religion		<input type="checkbox"/>	<input type="checkbox"/>	A statement of policy which clearly outlines Council's Licensing Policy	<input checked="" type="checkbox"/>

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Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts or reasons why it will be of positive benefit or contribution)	No Impact
				duties and how these are undertaken has a generally positive benefit there is no impact on any particular group.	
Gender	Women	<input type="checkbox"/>	<input type="checkbox"/>	A statement of policy which clearly outlines Council's Licensing Policy duties and how these are undertaken has a generally positive benefit there is no impact on any particular group.	<input checked="" type="checkbox"/>
	Men	<input type="checkbox"/>	<input type="checkbox"/>	A statement of policy which clearly outlines Council's Licensing Policy duties and how these are undertaken has a generally positive benefit there is no impact on any particular group.	<input checked="" type="checkbox"/>
Sexual Orientation	Lesbian women, gay men and bisexual people	<input type="checkbox"/>	<input type="checkbox"/>	A statement of policy which clearly outlines Council's Licensing Policy duties and how these are undertaken has a generally positive benefit there is no impact on any particular group.	<input checked="" type="checkbox"/>
Marriage and Civil Partnership (employment only)		<input type="checkbox"/>	<input type="checkbox"/>	A statement of policy which clearly outlines Council's Licensing Policy duties and how these are undertaken has a generally positive benefit there is no impact on any particular group.	<input checked="" type="checkbox"/>
Contribution to equality of opportunity		<input type="checkbox"/>	<input type="checkbox"/>	A statement of policy which clearly outlines Council's Licensing Policy duties and how these are undertaken has a generally positive benefit there is no impact on any particular group.	<input checked="" type="checkbox"/>
Contribution to fostering good relations between different groups (people getting on well together – valuing one another, respect and understanding)		<input type="checkbox"/>	<input type="checkbox"/>	A statement of policy which clearly outlines Council's Licensing Policy duties and how these are undertaken has a generally positive benefit there is no impact on any particular group.	<input checked="" type="checkbox"/>

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Equality	Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts <u>or</u> reasons why it will be of positive benefit or contribution)	No Impact
Human Rights http://intranet/site/scripts/documents_info.php?categoryID=86&documentID=251	<input type="checkbox"/>	<input type="checkbox"/>	Any council processes and decisions will be carried out in compliance with the Human Rights Act.	<input checked="" type="checkbox"/>

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