

# **Equality Impact Assessment**

## **Statement of Licensing Policy 2022**

- **Background**

An Equality Impact Assessment is an improvement tool. It will assist you in ensuring that you have thought about the needs and impacts of your service/policy/function in relation to the protected characteristics. It enables a systematic approach to identifying and recording gaps and actions.

- **Legislation- Equality Duty**

As a local authority that provides services to the public, Melton Borough Council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to:

- ✓ Eliminate discrimination, harassment, victimisation.
- ✓ Advance Equality of Opportunity
- ✓ Foster good relations

**For the following protected characteristics:**

- ✓ Age
- ✓ Disability
- ✓ Gender reassignment
- ✓ Marriage and civil partnership
- ✓ Pregnancy and maternity
- ✓ Race
- ✓ Religion and belief
- ✓ Sex (Gender)
- ✓ Sexual orientation

**What is prohibited?**

- ✓ Direct Discrimination
- ✓ Indirect Discrimination
- ✓ Harassment
- ✓ Victimisation
- ✓ Discrimination by association
- ✓ Discrimination by perception
- ✓ Pregnancy and maternity discrimination
- ✓ Discrimination arising from disability
- ✓ Failing to make reasonable adjustments

**Please complete steps 1-9**

● **Step 1 – Introductory information**

No.	Item	Details
1.1	Title of the policy	Statement of Licensing Policy 2022
1.2	Lead officer and others undertaking this assessment <i>(Check &amp; Challenge Group are part of the sign-off process and not required to be named here)</i>	Sarah Flower – Licensing & Compliance Officer
1.3	Date EIA started	01.06.2022
1.4	Date EIA completed	01.06.2022

● **Step 2 – Overview of policy/function being assessed**

No.	Item	Details
2.1	Outline – What is the purpose of this policy? <i>Specify aims and objectives</i>	<p>We must review of statement of licensing policy every 5 years. The policy addresses how Melton Borough Council will carry out its role under The Licensing Act 2003, during the next five years.</p> <p>It will also:</p> <ul style="list-style-type: none"> <li>• be used as a guide by members of the Licensing Authority in their decision making.</li> <li>• inform applicants about how applications will be viewed and how a licensed premises is likely to be able to operate within the area of the Licensing Authority, albeit that each application will be examined and considered on an individual basis.</li> <li>• inform residents and businesses about how applications will be viewed and how their needs will be addressed. This will assist parties who make representations regarding applications.</li> <li>• be used to support decisions made by the Licensing Authority when these decisions are challenged in a court of law.</li> </ul> <p>This policy is normally in place for five years but will be kept under review during that five-year period.</p>
2.2	What specific group(s) is the policy designed to affect / impact and what is the intended change or outcome for them?	<p>The policy will affect those wishing to operate or apply for premises licences or club premises certificates within the Borough as well as new and existing personal licence holders. The policy changes will ensure it accurately reflects the dynamics of Melton Town centre, by proposing to remove the cumulative impact policy, as well as the Borough as a whole. (A cumulative impact policy allows an authority to place tighter restrictions in areas where there are higher levels of crime and disorder or where public nuisance has been identified as particularly problematic. If these areas have a high number of licensed premises then any new application would need to be considered by licensing sub-committee)</p> <p>It also clarifies details from both the act the section 182 Licensing Act 2003 guidance on issues such as applicants right to work in the UK, alcohol deliveries, special events, updating licence, representations, annual fees and reviews.</p>

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2.3	<p>Which groups have been consulted as part of the creation or review of the policy?</p>	<p>The police have been consulted, prior to the consultation period commencing, for their opinion on the removal of the cumulative impact policy. They agree with the move due to changing dynamics in the town since the last review, in part due to Covid, but also in line with national trends. The Business Improvement District (BID) have also been contacted and concur with the above.</p> <p>As part of the 12-week consultation period, the following will also be consulted:</p> <ul style="list-style-type: none"> <li>• the Responsible Authorities (including Fire, Health and Safety, Health and Safety Executive, Planning, Police, Pollution, Trading Standards, Public Health, and the Home Secretary)</li> <li>• Business and residents e.g. relevant residents groups</li> <li>• Local Councillor's</li> <li>• British Beer and Pub Association</li> <li>• Pub Watch</li> <li>• persons/bodies representative of local premises licence holders</li> <li>• persons/bodies representative of local club premises certificate holders</li> <li>• persons/bodies representative of local personal licence holders and</li> <li>• persons/bodies representative of businesses and residents in its area.</li> </ul>

- **Step 3 – What we already know and where there are gaps**

o.	Item	Details
3.1	<p>List any existing information/data you have/monitor about different diverse groups in relation to this policy.</p> <p>Such as in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy &amp; maternity, race, religion or belief, sex, sexual orientation etc.</p> <p><i>Data/information such as:</i></p> <ul style="list-style-type: none"> <li>• <i>Consultation</i></li> <li>• <i>Previous EIAs</i></li> <li>• <i>Demographic Information</i></li> <li>• <i>Anecdotal and other evidence</i></li> </ul>	<p><b>Population:</b> 51,400 Males: 25,100 Females: 26,300</p> <p><b>Education and Skills:</b> 21% of people have no qualifications compared to 22% across England</p> <p><b>Vulnerable Groups:</b> 10% of Children live in poverty compared to 17% across England</p> <p><b>Economy:</b> 42% 16-74 year old are in full employment compared with 39% across England</p> <p><b>Employment and unemployment (Jan 2020-Dec 2020):</b> Economically active: 25,100 Economically Inactive: 6,100 In employment: 24,300 Employees: 20,200 Self-employed: 3,500 Unemployed (model-based): 1,100</p> <p><b>Access and Transport:</b> 15% of households in Melton have no car compared to 20% across England</p> <p><b>Crime and Safety:</b> All crimes (Mar18-Feb19) 74.1/ 1,000 population (117.4)</p> <p><b>Health and Wellbeing:</b> 16% of people have a limiting illness compared with 18% across England</p> <p><b>Health (2017-2019):</b> Life expectancy at birth (Male): 81.0 Years Life expectancy at birth (Female): 84.2 Years Percentage of physically active adults: 70.7% Percentage of adults (aged 18+) classified as overweight or obese: 62.8% Year 6: Prevalence of obesity (including severe obesity): 18.3%</p> <p><b>Age and Gender:</b> 22% of the population is over 65 years compared to 18% across England</p> <p><b>Ethnicity:</b> 95% of the population as White British cf 79.8% across England 2.9% of the population as Non-White cf 5.7% across England</p> <p><b>Religion:</b> 68% of the population – Christian. 24.4% Non-Religion 0.2% Buddhist; 0.4% Hindu; 0.1% Muslim; 0.1% Sikh</p> <p><b>People out of work:</b> working-age working claimless 1,420 = 4.6% c.f. 7.4% across England</p> <p><i>Source Local Insight Tool for Melton, Sport England June 2019 and <a href="http://www.MeltonPlan.co.uk">www.MeltonPlan.co.uk</a></i></p> <p>In Melton in 2019 there was employment of 23,000. In 2011 there was employment of 21,000. This is growth of 2,000 or 9.5%. In England over the same period there was growth of 12.8%, in Leicester 10.1% and in Leicestershire 15.7%.</p> <p>In 2011 the share of employment was largest in manufacturing (21.4%). This was also the case in 2019. In 2019 manufacturing made up nearly a fifth of all employment (19.6%). The figure for England in 2019 was 7.8%. This is a difference of 11.8 percentage points.</p> <p>In the Melton district in 2011 there were 2,155 enterprises. In 2020 there were 2,530. This is growth of 375 enterprises or 17.4%. This is significantly below average for enterprise growth (34.3%).</p> <p><i>Source <a href="http://www.MeltonPlan.co.uk">www.MeltonPlan.co.uk</a></i></p> <p>This will be the first EIA review for Licensing. We hold information on our licensing system which would allow us to check people age and sex but we do not ask for or monitor other information such as pregnancy, gender reassignment, race, religion or sexual orientation. When we consult on a new policy it is available to all member of the public to comment on regardless of any of the protected characteristics or if they work in a field covered by the licensing act.</p>

3.2	<p>What does this information / data tell you about diverse groups? If you do not hold or have access to any data or information on diverse groups, what do you need to begin collating / monitoring <i>(please list)</i></p>	<p>There is a very small Black and Minority Ethnic (BME) community within the Borough which is typical of rural area. There are more people of pensionable age compared to the rest of England. Although the area is considered affluent there are pockets of deprivation. Employment is higher than the national average, but a lot of jobs are low skilled and low wages compared to other parts of the Country. A high proportion of people do not hold qualifications which makes access to high paid jobs difficult. The crime rate is low compared to other areas but the concern over crime remains.</p> <p>We do not monitor information on the protected characteristics. It would have no impact on our decision made about issuing a licence based on information provided about a protected characteristic as all applicants are dealt with equitably with respect and fairness.</p>
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● **Step 4 – Do we need to seek the views of others? If so, who?**

No.	Item	Details
4.1	<p>Considering the answers given in Step 2, do you need to consult with specific groups to identify needs / issues?</p> <p>If not explain why.</p>	<p>We will consult with:</p> <ul style="list-style-type: none"> <li>• the Responsible Authorities (including Melton Borough Council Licensing, Fire, Health and Safety, Health and Safety Executive, Planning, Police, Pollution, Trading Standards, Public Health, and the Home Secretary)</li> <li>• Business and residents .e.g. relevant residents groups</li> <li>• Local Councillor's</li> <li>• British Beer and Pub Association</li> <li>• Pub Watch</li> <li>• persons/bodies representative of local premises licence holders;</li> <li>• persons/bodies representative of local club premises certificate holders;</li> <li>• persons/bodies representative of local personal licence holders; and</li> <li>• persons/bodies representative of businesses and residents in its area.</li> </ul> <p>The policy review will be published on our website and in the local paper so any member of the public who wishes to also comment, can do so.</p>



● **Step 5 – Assessing the impact**

*Considering any data/consultation/information and your own knowledge, identify whether the policy has a positive or negative impact on the individuals or community groups who identify with any 'protected characteristics' and provide an explanation for your decision in the table below. Please refer to the general duties on page 2.*

Table 5.1

<b>Protected Characteristic</b>	<b>Positive / Negative Impact and Explanation</b> <i>Your findings from available data, consultations, etc should help inform you of potential impact.</i>
Age	Positive impact – there are no upper age limits on any of our applications. The minimum age limit is 18 in line with the law.
Disability <ul style="list-style-type: none"> <li>• Physical</li> <li>• Visual</li> <li>• Hearing</li> <li>• Learning Disabilities</li> <li>• Mental Health</li> </ul>	Positive impact – the policy does not discriminate on any of these factors
Gender Reassignment (Transgender)	Positive impact – the policy does not discriminate on any of these factors
Race	Positive impact – the policy does not discriminate on any of these factors
Religion or Belief (Includes no belief)	Positive impact – the policy does not discriminate on any of these factors
Sex (Gender)	Positive impact – the policy does not discriminate on any of these factors
Sexual Orientation	Positive impact – the policy does not discriminate on any of these factors
Other protected groups <ul style="list-style-type: none"> <li>• Pregnancy &amp; maternity</li> <li>• Marriage &amp; civil partnership</li> </ul>	Positive impact – the policy does not discriminate on any of these factors
Other socially excluded groups <ul style="list-style-type: none"> <li>• Carers</li> <li>• Low literacy</li> <li>• Priority neighbourhoods</li> <li>• Health inequalities</li> <li>• Rural isolation</li> <li>• Asylum seeker and refugee communities</li> <li>• Current and ex-armed HM forces personnel (Veterans)</li> </ul>	Positive impact – the policy does not discriminate on any of these factors

No.	Item	Details
5.2	<p>Where potential barriers and negative impacts have been identified, and/or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.</p> <p><i>If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.</i></p> <p><i>Additionally, if you have identified adverse impact that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.</i></p>	None identified
5.3	<p>Summarise your findings and give an overview as to whether the policy will meet the Council's responsibilities in relation to equality and diversity</p> <p><i>(Please refer to the general duties on page 2)</i></p>	<p>This policy pays due regard to the need to:</p> <ul style="list-style-type: none"> <li>• Eliminate discrimination, harassment, victimisation.</li> <li>• Advance Equality of Opportunity</li> <li>• Foster good relations</li> </ul>

● **Step 6- Monitoring, evaluation, review**

No.	Item	Details
6.1	<p>Are there processes in place to review the findings of this assessment and make appropriate changes?</p> <p>How will you monitor potential barriers and any positive/negative impact?</p>	There will be a 12 week consultation period during which any changes can be made if needed to address any concerns about equality, before the committee agree to the policy.
6.2	<p>How will the recommendations of this assessment be built into wider planning and review processes?</p> <p>For example, policy reviews, annual plans and use of performance management systems</p>	The policy is reviewed every 5 years but is kept under review during this time. If any issues are identified in the meantime that need considering before the 5 year review, they can be addressed by a policy review if necessary.

- **Step 7- Action Plan**

Please include any identified concerns/actions/issues in this action plan. The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan.

Table 7.1

Ref. No.	Action	Responsible Officer	Target Date
1	Following the 12 week consultation period, any comments received will be considered by officers. Any comments from the consultation will be considered by the Licensing Section and the Director for Growth & Regeneration. The revised draft Statement of Licensing Policy will then be presented to Committee (date to be arranged) to consider the consultation responses and any changes to the Policy prior to its submission to Full Council.	S Flower / S Greensmith	10.12.22

- **Step 8 - Who needs to know about the outcomes of this assessment and how will they be informed?**

Table 8.1

	Who needs to know	How will they be informed <i>(We have a legal duty to publish EIAs)</i>
Employees		The EIA will be published on the Melton Borough Council website
Service Users		The EIA will be published on the Melton Borough Council website
Partners & Stakeholders		The EIA will be published on the Melton Borough Council website
Others		The EIA will be published on the Melton Borough Council website

No.	Item	Details
8.2	To ensure ease of access, what other communication needs / concerns are there?	None. This will be published in an accessible format on our website.

- **Step 9 – Please forward your completed assessment to [checkandchallenge@melton.gov.uk](mailto:checkandchallenge@melton.gov.uk) for scrutiny and approval**

- **Step 10 - Conclusion (to be completed and signed by the Service Head) following internal scrutiny by the Check & Challenge group**

I agree with this assessment (*Please delete as appropriate*)

If disagree, state action/s required, reasons and details of who is to carry them out

Signed: Aysha Rahman

Date: 24.06.22

Name:

***Once approved, notify the person who completed the EIA to arrange for publishing on the council's website***