

## Appendix Five

# Equality Analysis (EA)

### Section 1 – General Information (Aims and Objectives)

Name of the proposal including aims, objectives and purpose:

*(Please note – for the purpose of this doc, 'proposal' refers to a policy, function, strategy or project)*

#### Cumulative Impact Policy – Brick Lane

Under the Licensing Act 2003, the Council have the power to designate an area within the Borough a “Cumulative Impact Zone” if it feels that the number of licensed premises is having an adverse impact on any of the Licensing Objectives (crime and disorder, noise / nuisance, public safety and harm to children). In partnership with the Police and the Council it is proposed that the Council adopt a Cumulative Impact Policy (saturation zone) for the Brick Lane area on the basis of the high levels of crime, anti-social behaviour and alcohol related harm.

The effect of adopting a special policy for a Cumulative Impact Zone is to create a “rebuttable presumption” that applications for new premises licences or club premises certificates or variations that are likely to add to the existing cumulative impact will normally be refused, following relevant representations.

Through controlling the number of licensed premises in the area in combination with other services and activities by the Council and partners including the Police, it is expected to improve health, safety and quality of life of the residents and visitors in the area.

Who is expected to benefit from the proposal?

The power granted by the policy will enable the Police and the Council to further control and manage the problems, including crime and disorder, public safety and public nuisance, currently occurring in the area.

Residents and visitors in and around the Zone will be benefited by a safer environment facilitated by the policy and continuing community safety activities by partners including the Police and the Council. It is also expected that the safer environment will contribute to the health and quality of life of the residents and visitors.

Existing businesses in the Zone will continue to operate as normal even after the introduction of a Cumulative Impact Zone. They will also benefit from a safer environment facilitated by the policy and other community safety activities.

Service area:  
Safer Communities

Team name:  
Consumer and Business Regulations Service

Service manager:  
David Tolley

Name and role of the officer completing the EA:  
David Tolley

## Section 2 – Evidence (Consideration of Data and Information)

What initial evidence do we have which may help us think about the impacts or likely impacts on service users or staff?

The following data and information have been consulted for the development of the policy:

- Licensed premises in the Borough and the proposed Cumulative Impact Zone around Brick Lane (April 2008 – 31 March 2012)
- Street Drinking complaints to the Police (2010/11; 2011/12) – the Borough wide and in the Zone
- Violence Against the Person offences in wards (2011/12)
- Incidents of notifiable offences, criminal damage, drug offences, robbery, sexual offences and violence against the person in the proposed Zone (2007-2011)
- Anti-Social Behaviour complaints in the proposed Zone to the Police (2010/11; 2011/12)
- Anti-Social Behaviour Hotline complaints in the proposed Zone to the LBTH ASB Hotline (Jan 2008-July 2012)
- Tower Hamlets' measure for each indicator for Alcohol Related Harm, compared with the regional and English averages
- Alcohol related ambulance callouts within the proposed Zone and the borough total (2005-2012)
- The number of Cumulative Impact Areas in London boroughs
- Brick Lane profile

The analysis of the data shows:

- There are over 207 Licensed Premises in the proposed Zone (17.6% of all premises within Tower Hamlets).
- The continuing high levels of violent / alcohol related in the Brick Lane Area (2011 Violent Crime 30% of all Alcohol Related Crime)
- It is responsible for 8% of all crime within Tower Hamlets.
- There has been a steady increase in notifiable offences
- There has been a steady increase in criminal damage and drug offences
- It is responsible for the highest level of complaints about street drinking
- 22% of all police calls to Licensed premises are in the Brick Lane Area
- There are clear demonstrable links between violence against the person offences and alcohol related violence in the Brick Lane Area.
- LBTH has the second highest level of ASB in London
- The highest rates of ASB in the Borough are in the Brick Lane Area
- ASB is now decreasing in the Borough and Brick Lane Area but it still is at levels that continues to give rise to complaints from local residents
- LBTH has significantly worse alcohol related harm indicators compared with regional and national averages
- There is a steady increase in ambulance call outs in the Brick Lane Area
- The Brick Lane Area has a vibrant and expanding night time economy which has led to a sizeable and steady increase in visitors to the area.
- Considerable tensions have been built up because of the conflicting demands of the night time economy and the local residents.

- The increasing levels of crime, disorder, and alcohol related harm has meant the need to deploy increasing levels of resourcing by the Police, Local Authority and other partners.

The consultation was undertaken between 21 December 2012 and 22 March 2013. Licence holders, residents groups, responsible authorities and interested networks/forum were consulted and 165 responses were received. The data collected in the consultation include the following data of the respondents:

- Gender (Male 81; Female 52; Total responses 133)
- Age (20-25: 7; 26-34: 31; 35-43: 31; 44-52: 36; 53-59: 15; 60-64: 4; 65+: 8; total responses 132)
- Ethnicity (British 90; Other white 15; Bangladeshi 9; Irish 7; Others 6; Mixed heritage 4; Pakistani 1; Black or Black British 1; Other black background 1; Total response 134)
- Disability (Yes 7; No 122; Total response 129)
- Sexual orientation (Heterosexual 84; Gay/lesbian 19; Bisexual 2; Total response 105)
- Religion (None 60; Christian 36; Muslim 9; Others 7; Buddhist 4; Jewish 2; Total response 118)

The analysis of the consultation responses and the respondents' equalities profile show that significantly more people support for the policy across groups. Below are gender and age groups' responses to a question 'Do you support the establishment of a saturation policy/zone in the Brick Lane area?'

- Total: Yes 127 (81%); No 29 (19%)

#### Gender

- Male: Yes 59 (73%); No 22 (27%)
- Female: Yes 48 (92%); No 4 (8%)

#### Age

- 25-25: Yes 5; No 2
- 26-34: Yes 20; No 7
- 35-43: Yes 27; No 3
- 44-52: Yes 28; No 4
- 53-59: Yes 12; No 3
- 60-64: Yes 3; No 1
- 65+: Yes 6; No 2.

Also, a 220 signed petition was received from SPIRE, a local residents group, in favour of the Council adopting a Cumulative Impact Policy for the Brick Lane area.

Future applicants for new premises licences or club premises certificates of variations that are likely to add to the existing cumulative impact will normally be refused, hence affected by the proposal. Although the service has monitored and will continue monitoring the applicants' protected characteristics, the majority of the applicants are companies, who may be owned by people in different equality strands from those who operate the business premises in the Borough.

The Development and Renewal (D&R) directorate have corporate lead responsibility for Business related data capture and are currently reviewing the technical implications in developing an equalities strand of their business data base.

### Section 3 – Assessing the Impacts on the 9 Groups

#### How will what you're proposal impact upon the nine Protected Characteristics?

For the nine protected characteristics detailed in the table below please consider:-

- **What is the equality profile of service users or beneficiaries that will or are likely to be affected?**

-Use the Council's approved diversity monitoring categories and provide data by target group of users or beneficiaries to determine whether the service user profile reflects the local population or relevant target group or if there is over or under representation of these groups

- **What qualitative or quantitative data do we have?**

-List all examples of quantitative and qualitative data available

*(include information where appropriate from other directorates, Census 2001 etc)*

-Data trends – how does current practice ensure equality

- **Equalities profile of staff?**

-Indicate profile by target groups and assess relevance to policy aims and objectives e.g. Workforce to Reflect the Community. Identify staff responsible for delivering the service including where they are not directly employed by the council.

- **Barriers?**

-What are the potential or known barriers to participation for the different equality target groups? Eg, communication, access, locality etc

- **Recent consultation exercises carried out?**

-Detail consultation with relevant interest groups, other public bodies, voluntary organisations, community groups, trade unions, focus groups and other groups, surveys and questionnaires undertaken etc. Focus in particular on the findings of views expressed by the equality target groups. Such consultation exercises should be appropriate and proportionate and may range from assembling focus groups to a one to one meeting.

- **Additional factors which may influence disproportionate or adverse impact?**

-Management Arrangements - How is the Service managed, are there any management arrangements which may have a disproportionate impact on the equality target groups

- **The Process of Service Delivery?**

-In particular look at the arrangements for the service being provided including opening times, custom and practice, awareness of the service to local people, communication

Please also consider how the proposal will impact upon the 3 One Tower Hamlets objectives:-

- Reduce inequalities
- Ensure strong community cohesion
- Strengthen community leadership.

#### **Please Note -**

Reports/stats/data can be added as Appendix

Target Groups	Impact – Positive or Adverse  What impact will the proposal have on specific groups of service users or staff?	Reason(s) <ul style="list-style-type: none"> <li>• Please add a narrative to justify your claims around impacts and,</li> <li>• Please describe the analysis and interpretation of evidence to support your conclusion as this will inform decision making</li> </ul> <p>Please also how the proposal will promote the three One Tower Hamlets objectives?</p> <ul style="list-style-type: none"> <li>-Reducing inequalities</li> <li>-Ensuring strong community cohesion</li> <li>-Strengthening community leadership</li> </ul>
Race	Positive  Unknown	<ul style="list-style-type: none"> <li>• As the section above shows, it is likely that the majority of impacts resulting from this policy will be positive on the health, safety and quality of life of this group.</li> <li>• Future applicants for new premises licences or club premises certificates of variations that are likely to add to the existing cumulative impact will be affected by the proposal. However, the majority of the applicants are companies, who may be owned by people in different equality strands from those who operate the business premises in the Borough. The technical implications in developing an equalities strand of the Council’s business data base has been reviewed by D&amp;R that have corporate lead responsibility for Business related data.</li> </ul>
Disability	Positive  Unknown	<ul style="list-style-type: none"> <li>• As the section above shows, it is likely that the majority of impacts resulting from this policy will be positive on the health, safety and quality of life of this group.</li> <li>• Future applicants for new premises licences or club premises certificates of variations that are likely to add to the existing cumulative impact will be affected by the proposal. However, the majority of the applicants are companies, who may be owned by people in different equality strands from those who operate the business premises in the Borough. The technical implications in developing an equalities strand of the Council’s business data base has been reviewed by D&amp;R that have corporate lead responsibility for Business related data.</li> </ul>
Gender	Positive  Unknown	<ul style="list-style-type: none"> <li>• As the section above shows, it is likely that the majority of impacts resulting from this policy will be positive on the health, safety and quality of life of this group.</li> <li>• Future applicants for new premises licences or club premises certificates of variations that are likely to add to the existing cumulative impact will be affected by the proposal. However, the majority of the applicants are companies, who may be owned by people in different equality strands from those who operate the business premises in the Borough. The technical implications in developing an equalities strand of the Council’s business data base has been reviewed by D&amp;R that have corporate lead responsibility for Business related data.</li> </ul>

Gender Reassignment	Positive Unknown	<ul style="list-style-type: none"> <li>• As the section above shows, it is likely that the majority of impacts resulting from this policy will be positive on the health, safety and quality of life of this group.</li> <li>• Future applicants for new premises licences or club premises certificates of variations that are likely to add to the existing cumulative impact will be affected by the proposal. However, the majority of the applicants are companies, who may be owned by people in different equality strands from those who operate the business premises in the Borough. The technical implications in developing an equalities strand of the Council's business data base has been reviewed by D&amp;R that have corporate lead responsibility for Business related data.</li> </ul>
Sexual Orientation	Positive Unknown	<ul style="list-style-type: none"> <li>• As the section above shows, it is likely that the majority of impacts resulting from this policy will be positive on the health, safety and quality of life of this group.</li> <li>• Future applicants for new premises licences or club premises certificates of variations that are likely to add to the existing cumulative impact will be affected by the proposal. However, the majority of the applicants are companies, who may be owned by people in different equality strands from those who operate the business premises in the Borough. The technical implications in developing an equalities strand of the Council's business data base has been reviewed by D&amp;R that have corporate lead responsibility for Business related data.</li> </ul>
Religion or Belief	Positive Unknown	<ul style="list-style-type: none"> <li>• As the section above shows, it is likely that the majority of impacts resulting from this policy will be positive on the health, safety and quality of life of this group.</li> <li>• Future applicants for new premises licences or club premises certificates of variations that are likely to add to the existing cumulative impact will be affected by the proposal. However, the majority of the applicants are companies, who may be owned by people in different equality strands from those who operate the business premises in the Borough. The technical implications in developing an equalities strand of the Council's business data base has been reviewed by D&amp;R that have corporate lead responsibility for Business related data.</li> </ul>
Age	Positive Unknown	<ul style="list-style-type: none"> <li>• As the section above shows, it is likely that the majority of impacts resulting from this policy will be positive on the health, safety and quality of life of this group.</li> <li>• Future applicants for new premises licences or club premises certificates of variations that are likely to add to the existing cumulative impact will be affected by the proposal. However, the majority of the applicants are companies, who may be owned by people in different equality strands from those who operate the business premises in the Borough. The technical implications in developing an equalities strand of the Council's business data base has been reviewed by D&amp;R that have corporate lead responsibility for Business related data.</li> </ul>

<p>Marriage and Civil Partnerships.</p>	<p>Positive Unknown</p>	<ul style="list-style-type: none"> <li>• As the section above shows, it is likely that the majority of impacts resulting from this policy will be positive on the health, safety and quality of life of this group.</li> <li>• Future applicants for new premises licences or club premises certificates of variations that are likely to add to the existing cumulative impact will be affected by the proposal. However, the majority of the applicants are companies, who may be owned by people in different equality strands from those who operate the business premises in the Borough. The technical implications in developing an equalities strand of the Council's business data base has been reviewed by D&amp;R that have corporate lead responsibility for Business related data.</li> </ul>
<p>Pregnancy and Maternity</p>	<p>Positive Unknown</p>	<ul style="list-style-type: none"> <li>• As the section above shows, it is likely that the majority of impacts resulting from this policy will be positive on the health, safety and quality of life of this group.</li> <li>• Future applicants for new premises licences or club premises certificates of variations that are likely to add to the existing cumulative impact will be affected by the proposal. However, the majority of the applicants are companies, who may be owned by people in different equality strands from those who operate the business premises in the Borough. The technical implications in developing an equalities strand of the Council's business data base has been reviewed by D&amp;R that have corporate lead responsibility for Business related data.</li> </ul>
<p>Other Socio-economic Carers</p>	<p>Positive Unknown</p>	<ul style="list-style-type: none"> <li>• As the section above shows, it is likely that the majority of impacts resulting from this policy will be positive on the health, safety and quality of life of this group.</li> <li>• Future applicants for new premises licences or club premises certificates of variations that are likely to add to the existing cumulative impact will be affected by the proposal. However, the majority of the applicants are companies, who may be owned by people in different equality strands from those who operate the business premises in the Borough. The technical implications in developing an equalities strand of the Council's business data base has been reviewed by D&amp;R that have corporate lead responsibility for Business related data.</li> </ul>

## Section 4 – Mitigating Impacts and Alternative Options

From the analysis and interpretation of evidence in section 2 and 3 - Is there any evidence of or view that suggests that different equality or other protected groups (inc' staff) could have a disproportionately high/low take up of the new proposal?

Yes?

No?

If yes, please detail below how evidence influenced and formed the proposal? For example, why parts of the proposal were added/removed?

*(Please note – a key part of the EA process is to show that we have made reasonable and informed attempts to mitigate any negative impacts. AN EA is a service improvement tool and as such you may wish to consider a number of alternative options or mitigation in terms of the proposal.)*

## Section 5 – Quality Assurance and Monitoring

Have monitoring systems been put in place to check the implementation of the proposal and recommendations?

Yes?

No?

How will the monitoring systems further assess the impact on the equality target groups?

The policy implementation will be regularly reviewed.



Does the policy/function comply with equalities legislation?  
(Please consider the [OTH objectives](#) and [Public Sector Equality Duty](#) criteria)

Yes?  No?

If there are gaps in information or areas for further improvement, please list them below:

How will the results of this Equality Analysis feed into the performance planning process?

This Equality Analysis and the consultation analysis ensure that this policy will contribute to the residents' and visitors' well-being.

## Section 6 - Action Plan

As a result of these conclusions and recommendations what actions (if any) **will** be included in your business planning and wider review processes (team plan)? Please consider any gaps or areas needing further attention in the table below the example.

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
<p><b>Example</b></p> <p>1. Better collection of feedback, consultation and data sources</p> <p>2. Non-discriminatory behaviour</p>	<p>1. Create and use feedback forms. Consult other providers and experts</p> <p>2. Regular awareness at staff meetings. Train staff in specialist courses</p>	<p>1. Forms ready for January 2010 Start consultations Jan 2010</p> <p>2. Raise awareness at one staff meeting a month. At least 2 specialist courses to be run per year for staff.</p>	<p>1.NR &amp; PB</p> <p>2. NR</p>	

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress

**Section 7 – Sign Off and Publication**

<b>Name:</b> (signed off by)	
<b>Position:</b>	
<b>Date signed off:</b> (approved)	

**Section 8 Appendix – FOR OFFICE USE ONLY**

This section to be completed by the One Tower Hamlets team

**Policy Hyperlink :**

<b>Equality Strand</b>	<b>Evidence</b>
Race	
Disability	
Gender	
Gender Reassignment	
Sexual Orientation	
Religion or Belief	
Age	
Marriage and Civil Partnerships.	
Pregnancy and Maternity	
Other Socio-economic Carers	

  

<b>Link to original EQIA</b>	<b>Link to original EQIA</b>
<b>EQIAID (Team/Service/Year)</b>	