

# Full Equality Analysis

## Section 1 – General Information

Name of policy or function:

**Adoption of the Sexual Entertainment Licensing Regime, Policing and Crime Act 2009**

Business Unit:

**CLC, Safer Communities, Consumer and Business Regulations**

Is this a policy or function?

Licensing functions

Is this a new or existing policy or function?

New

Is the policy or function strategic, developmental or operational/functional?

Operational/Functional

Date when the original policy/function was initiated: N/A

Date on which the policy/function is to be reviewed: Licensing Committee 8/10/13

Names and roles of the people carrying out the Equality Analysis:

David Tolley: Head of Consumer and Business Regulations Service (CLC)

## Section 2 – Aims and Objectives

What are the aims, objectives or purpose of the policy/function?

Legislation gives local authorities the opportunity to control SEV's. The legislation was drafted to allow communities to have a say about whether sex establishments should be allowed to operate in their community and it gives the local authority the power, through its licensing arrangements, to determine limits on numbers and localities.

The Council's Sex Entertainment Policy was developed with "One Tower Hamlets" as a key part of its rationale and was adopted by Cabinet on the 11<sup>th</sup> September 2013. To enable the Policy to be brought into effect the provisions under the schedule 3 of the Local Government (miscellaneous Provisions) Act 1982 as amended by section 27 of the Policing and Crime Act 2009 must be applied to the London Borough of Tower Hamlets area.

What are the main activities of the policy/function?

The adoption of the legislation enables the agreed policy to be applied: The policy establishes a cap on the total number of SEV premises that will be licensed, and it provides a basis for agreeing or refusing licenses with reference to:

- The suitability of any given location
- The management of the establishment
- The conduct within, and in the vicinity of (i.e., associated with) the establishment.

The policy includes both statutory and discretionary conditions that protect performers and help control the management of the premises.

Who is expected to benefit from the policy/function?

The adoption of the legislation will enable the agreed policy to be implemented (Note; a separate EQIA has been undertaken in relation to the setting of the policy framework).

The adoption of the legislation will affect the whole borough and potentially everyone that lives in, works in or visits the area and whom might be affected by the existence and operation of Sexual Entertainment Venues in the locality. Consultation has identified additional considerations in relation to cohesion amongst the LGBT community which have taken into account in developing the policy that this legislation enables.

## **Section 3 – Consideration of data and research Identifying Differential / Adverse Impacts**

### **Question -**

A policy/function can aim to treat all people fairly but unless you analyse data and stats and speak to the people it is going to affect how do you really know?

### **Evidence Base -**

For each of the equality strands in the table below please now **evidence** how you came to the conclusions around differential and negative impacts in relation to the policy or function.

Please use the evidence prompts below to form an evidence base to justify your claims around differential impacts. If there is limited evidence we **strongly recommend** undertaking consultation

Please note – during consultation, if you identify a differential impact it may be advantageous to discuss whether this impact is also negative and record your findings accordingly. If no differential impact is identified there will be NO negative impact.

### **Evidence Prompt**

#### **1 List all qualitative and quantitative evidence**

List all examples of quantitative and qualitative data available

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

#### **2 Equalities profile of users or beneficiaries**

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

#### **3 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.

#### **4 Barriers**

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

#### **5 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.

#### **6 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?

#### **7 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 Note -**

Reports/stats/data can be added as Appendix – Please send any reports/consultation findings/data and stats to the One Tower Hamlets team

Target Groups	Impact – Positive or Adverse  What impact will the ‘new’ or ‘significantly’ amended policy or function 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 members decision making</li> <li>• Can the negative impact be justified on the grounds of promoting equality?</li> </ul>
		There have been two consultations in relation to the establishment of regulatory controls on sexual entertainment venues. The first, a more detailed consultation was held on the policy direction and the second a basic consultation on the adoption of the legislation which was a Yes/No response. Impacts of the policy can be viewed in the Cabinet report on the 11 <sup>th</sup> September 2013. The adoption of the legislation would have a neutral impact’ it is the policy that would have relevant impacts.
Race	Neutral	
Disability	Neutral	
Gender	Neutral	
Gender Reassignment	Neutral	
Sexual Orientation	Neutral	
Religion or Belief	Neutral	

Age	Neutral	
Socio-economic	Potential adverse	SEV's are businesses and any policy or licensing decision that results in the cessation of an existing operation would have economic consequences for employees and the self-employed persons who work at the venues. Actual numbers and backgrounds are not known, however the nature of the establishments means that adverse economic impact would specifically fall upon female performers and their economic dependents. By establishing a policy position that allows existing operations to continue, there is no immediate adverse impact on this group*.
Marriage and Civil Partnerships.	Neutral	
Pregnancy and Maternity	Neutral	
Other inc staff	Potential adverse	<p>The implementation of more stringent licensing policy and conditions is likely to require additional monitoring, evidence gathering and enforcement action to be undertaken by council staff. Appropriate training and support should be provided to protect staff engaged in these areas from any adverse impacts.</p> <p>The consultation carried out for the adoption of the legislation was a basic Yes/No response. The information detailed in the grid has been drawn from the consultation that has come from the provision of a policy – thus demonstrating the community interest in the enactment of a policy.</p> <p>The consultation for adoption was 97.8% not in favour of adopting the powers, but as discussed in the report, sexual entertainment venues had canvassed their supporters, which is their right, but may have skewed the community response.</p>

## Section 4 – Conclusions and Recommendations

Is there any evidence of or view that suggests that different equality or other target groups have a disproportionately high/low take up of the service/function?

Yes

If yes, please detail below how evidence influenced and formed the policy? e.g. why things were added/removed.

O&S review findings  
Consultation on adopting the policy  
Campaign group responses  
LGBT response  
Consultation on adopting the legislation  
Employment issues  
Human Rights issues

Does the policy/function comply with equalities legislation?

Yes

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

Scientific research in relation to SEV's is not sufficiently developed in relation to their impact on protected groups to support more detailed impact assessment.

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

The SEV project and this associated EA have been incorporated into the Service Plan for Business Regulation and Consumer Protection along with appropriate measures and milestones for delivery, performance monitoring and review.

## Section 5 – Action Plan and Monitoring Systems

*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.*

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

<b>Recommendation</b>	<b>Key activity</b>	<b>Progress milestones including target dates for either completion or progress</b>	<b>Officer responsible</b>	<b>Progress</b>
Further consideration of equalities impacts on protected groups are recommended in situations where licensing decisions are due to be taken that could result in removal of that license.	Undertake EA's to accompany applications for SEV licences as and when these are presented to the Licensing Committee	Target dates are dependent upon license expiry and application dates.	David Tolley	
Appropriate training and support should be	Service Plan and PDR process actions	Service Plan and PDR cycle	David Tolley	

provided to protect staff engaged in these areas from any adverse impacts.				
Maintain ongoing review of SEV related research	Continue to monitor research to further inform analysis of equalities impacts	Ongoing	David Tolley	

Have monitoring systems been put in place to check the implementation of the policy/function and recommendations?

Yes

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

A set of operating conditions form an intrinsic part of the Policy and associated licensing controls. These include controls that have been specifically designed to improve protection of the public in external areas and performers inside the establishments. Breaches of these conditions (and therefore likely to have a negative impact on protected groups) will result in the implementation of enforcement controls and any breaches will form part of the material considerations for the Licensing Committee at the point at which applications for licence renewals are considered and determined.

**Section 6 – Completed Equality Analysis**

**The draft Equality Analysis will be peer assessed and recommendations made (if needed)**

*Once any recommendations have been made to the equality analysis – it will be sent back to the author to be signed off by the relevant service head/manager. The equality analysis will then be sent to the One Tower Hamlets Team to be published on the council website.*

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



<b>Date signed off:</b> (approved)	
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**Section 7 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>
<b>Race</b>	
<b>Disability</b>	
<b>Gender</b>	
<b>Sexual Orientation</b>	
<b>Religion and Belief</b>	
<b>Age</b>	
<b>Socio-Economic</b>	
<b>Other</b>	

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