

## Equality Impact Assessment Screening Tool

### Section 3: Equality Impact Analysis screening

<p>Is there a risk that the policy, proposal or activity being screened disproportionately adversely impacts (directly or indirectly) on any of the groups of people listed below ?</p> <p>Please consider the impact on overall communities, residents, service users and Council employees.</p> <p>This should include people of different:</p>	Yes	No	Comments
<ul style="list-style-type: none"> <li>▪ Sex</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This policy aims to promote public safety. Due to the policy, residents and visitors may feel safer in these areas. This will be applicable to all groups.
<ul style="list-style-type: none"> <li>▪ Age</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Victim Supports reports that Children and Young People are disproportionately likely to be victims of crime and ASB. Due to the reduction of the ASB incidents enabled by the policy, children and young people are less likely to be a victim of ASB.
<ul style="list-style-type: none"> <li>▪ Race</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This policy aims to promote public safety. Due to the policy, residents and visitors may feel safer in these areas. This will be applicable to all groups.
<ul style="list-style-type: none"> <li>▪ Religion or Philosophical belief</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This policy aims to promote public safety. Due to the policy, residents and visitors may feel safer in these areas. This will be applicable to all groups.

## Appendix Eight

<ul style="list-style-type: none"> <li>▪ <b>Sexual Orientation</b></li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This policy aims to promote public safety. Due to the policy, residents and visitors may feel safer in these areas. This will be applicable to all groups.
<ul style="list-style-type: none"> <li>▪ <b>Gender re-assignment status</b></li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This policy aims to promote public safety. Due to the policy, residents and visitors may feel safer in these areas. This will be applicable to all groups.
<ul style="list-style-type: none"> <li>▪ People who have a <b>Disability</b> (physical, learning difficulties, mental health, and medical conditions)</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This policy aims to promote public safety. Due to the policy, residents and visitors may feel safer in these areas. This will be applicable to all groups.
<ul style="list-style-type: none"> <li>▪ <b>Marriage and Civil Partnerships</b> status</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This policy aims to promote public safety. Due to the policy, residents and visitors may feel safer in these areas. This will be applicable to all groups.
<ul style="list-style-type: none"> <li>▪ People who are <b>Pregnant</b> and on <b>Maternity</b></li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This policy aims to promote public safety. Due to the policy, residents and visitors may feel safer in these areas. This will be applicable to all groups.
<p>You should also consider:</p> <ul style="list-style-type: none"> <li>▪ <b>Parents and Carers</b></li> <li>▪ <b>Socio-economic</b> status</li> <li>▪ People with different <b>Gender Identities</b> e.g. Gender fluid, Non-binary etc.</li> <li>▪ Other</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Victim Support reports notes that people on low income are also more likely to be disproportionately affected by ASB. Due to financial constraints, they are less likely to be able to move from an area where they live and experience ASB. Due to the reduction of the ASB incidents enabled by the policy, people with lower income are less likely to be affected by ASB.

If you have answered **Yes** to one or more of the groups of people listed above, a **full Equality Impact Analysis is required**. The only exceptions to this is if you can

'justify' the discrimination (Section 4). ~~If there are equality impacts on Council staff please complete the restructure equality impact analysis on the 'Organisational change process' pages of the intranet.~~

## Section 4: Justifying discrimination

Are all risks of inequalities identified capable of being justified because there is a:	
(i) <i>Genuine Reason</i> for implementation	<input type="checkbox"/>
(ii) The activity represents a <i>Proportionate Means</i> of achieving a <i>Legitimate Council Aim</i>	<input checked="" type="checkbox"/>
(iii) There is a <i>Genuine Occupational Requirement</i> for the council to implement this activity	<input type="checkbox"/>

## Section 5: Conclusion

Before answering the next question, please note that there are generally only two reasons a full Equality Impact Analysis is not required. These are:

- The policy, activity or proposal is likely to have **no or minimal impact** on the groups listed in section three of this document.
- Any discrimination or disadvantage identified is **capable of being justified** for one or more of the reasons detailed in the previous section of this document.

### Conclusion details

Based on your screening does a full Equality Impact Analysis need to be performed?

Yes	No
<input type="checkbox"/>	<input checked="" type="checkbox"/>

If you have answered **YES** to this question, please complete a full Equality Impact Analysis for the proposal

## Appendix Eight

If you have answered **NO** to this question, please detail your reasons in the 'Comments' box below

### Comments

This a review of an Adoptive Policy under the Licensing Act 2003. The Council has a statutory obligation to review the policy and consider whether to keep it in place or not. The draft reviewed policy complies with the requirements of the Licensing Act 2003 and the Home Office Guidance issued under section 182 of this act.

The Cumulative Impact Policy aims to prevent crime and disorder, promote public safety, prevent public nuisance, and protect children from harm. Based on the policy, applications for the grant or variation of premises licences or club premises which are likely to add the existing cumulative impact may be refused.

While businesses applying for the licences may have an impact by the policy, the borough does not currently have a shared framework and/or understanding of equalities background of organisations or businesses. Therefore, we are unable to identify protected characteristics of organisations or businesses.

Data shows that the areas the policy covers have more reported Anti-Social Behaviour (ASB) incidents and the number of the ASB incidents has been reduced since the introduction of the policy. ASB can have a detrimental effect on the lives of individuals and communities, resulting in mental health issues, lack of sleep, relationship issues and people feeling unsafe in their communities. According to the 2019 Annual Resident Survey 45% of responders reported that being drunk and rowdy in public places was a major concern, in the 2021 Resident Survey 47% of responders listed ASB and Crime as their top concern. It is envisaged that this proposal will have a positive impact on residents