
Orkney Islands Area Licensing Board Equality Impact Assessment – Alcohol Policy

The purpose of an Equality Impact Assessment (EIA) is to improve the work of Orkney Islands Area Licensing Board by making sure it promotes equality and does not discriminate. This assessment records the likely impact of any changes to a function, policy or plan by anticipating the consequences, and making sure that any negative impacts are eliminated or minimised and positive impacts are maximised.

1. IDENTIFICATION OF FUNCTION, POLICY OR PLAN	
Name of function/policy/plan to be assessed	Statement of Alcohol Licensing Policy
Service/service area responsible	Corporate Services – Legal Services on behalf of the Orkney Islands Area Licensing Board
Name of person carrying out the assessment and contact details	Fraser Bell, Clerk to the Board Email: licensing@orkney.gov.uk Tel: 01856 873535 ext. 2210
Date of assessment	29 August 2012
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	Existing

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	To further the licensing objectives – <ul style="list-style-type: none"> • Preventing of crime and disorder • Securing public safety • Preventing public nuisance • Protecting and improving public health • Protecting children from harm by regulating the sale and supply of alcohol in terms of the Licensing (Scotland) Act 2005
State who is, or may be affected by this function/policy/plan, and how	Licence holders, by being subject to and going through the regulatory process and their customers, by getting the benefit/protection of the regulatory process. General public also by getting the benefit/protection of the regulatory process.
How have stakeholders been	The Board consulted widely on the draft Policy,

involved in the development of this function/policy/plan?	including the general public, the local Licensing Forum, the Northern Constabulary, the Highlands and Islands Fire and Rescue Service, Orkney Islands Council in terms of planning, building control, environmental health and community planning, Orkney Alcohol and Drugs Action Team, Orkney Health Board, Alcohol Focus Scotland, Alcoholics Anonymous, youth forums, the licensed trade, registered clubs, community councils, Orkney Licensed Trade Association and the Scottish Ambulance Service. Comments were taken on board in the preparation of the final document.
Is there any existing data and/or research relating to equalities issues in this policy area? Please summarise. e.g. consultations, national surveys, performance data, complaints, service user feedback, academic/consultants' reports, benchmarking (see equalities resources on OIC information portal)	The Board previously had policies in relation to Race Equality, Disability Equality and Gender Equality, followed by a Combined Equality Scheme, 2011 – 2013.
Could the function/policy have a differential impact on any of the following equality strands?	Yes
1. Race: this includes ethnic or national groups, colour and nationality	No. Currently we do not hold information on race, although we do hold some information on places of birth. Monitoring information will be sought from all applicants (monitoring form to be issued with all application forms) but currently limited information held. All applications dealt with on own merits
2. Sex: a man or a woman	No. Currently we do not hold information on sex, although we do hold some information on names. Monitoring information will be sought from all applicants (monitoring form to be issued with all application forms) but currently limited information held. All applications dealt with on own merits
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	No. Monitoring information will be sought from all applicants (monitoring form to be issued with all application forms) but currently no information held. All applications dealt with on own merits
4. Gender Reassignment: the process of transitioning from one gender to another	No. Monitoring information will be sought from all applicants (monitoring form to be issued with all application forms) but currently no information held.

	All applications dealt with on own merits.
5. Pregnancy and maternity	No. Monitoring information will be sought from all applicants (monitoring form to be issued with all application forms) but currently no information held. All applications dealt with on own merits.
6. Age: people of different ages	Yes. Applicants have to be 18 years old to hold a licence. Age Verification policy is a mandatory condition of premises licences and occasional licences. Although there will be a differential impact on these age groups, in terms of age the Board is implementing the detailed provisions of the legislation. Monitoring information will be sought from all applicants (monitoring form to be issued with all application forms). All applications dealt with on own merits.
7. Religion or belief or none (atheists)	No. Monitoring information will be sought from all applicants (monitoring form to be issued with all application forms) but currently no information held. All applications dealt with on own merits.
8. Marriage and Civil Partnership	No. Monitoring information will be sought from all applicants (monitoring form to be issued with all application forms) but currently no information held. All applications dealt with on own merits.
9. Disability: people with disabilities (whether registered or not)	Yes. A requirement to submit a disabled access statement with premises applications is awaiting commencement. Although there will be a differential impact on this group, in terms of requiring information on disabled access, the Board will be implementing the detailed provisions of the legislation. Monitoring information will be sought from all applicants (monitoring form to be issued with all application forms) but currently no information held. All applications dealt with on own merits.

3. IMPACT ASSESSMENT

Does the analysis above identify any differential impacts which need to be addressed?	No. The procedure is designed to meet the needs of all applicants and the general public and ensure that applications are dealt with on their own merits.
How could you minimise or remove any potential negative impacts?	N/A

Do you have enough information to make a judgement? If no, what information do you require?	Yes
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4. CONCLUSIONS AND PLANNED ACTION	
Is further work required?	No
What action is to be taken?	N/A
Who will undertake it?	N/A
When will it be done?	N/A
How will it be monitored? (e.g. through service plans)	The Statement of Alcohol Licensing Policy will be applied for the 3 year period from February 2011 to November 2013. The Board will commence consultation on the review in 2013. The Policy will be kept under review and revised, if appropriate, by the issue of Supplementary Policy Statements which will apply to the end of the 3 year period.

Signature

Date

29 August 2012

Name FRASER BELL, Clerk to the Board

Please sign and date this form, keep one copy and send a copy to HR and Performance. It should also be emailed to hrrsupport@orkney.gov.uk