
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	10 April 2013
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	Existing – Review

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 of alcohol by retail for consumption on or off premises and the supply of alcohol in members' clubs in terms of the Licensing (Scotland) Act 2005

<p>State who is, or may be affected by this function/policy/plan, and how</p>	<p>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.</p>
<p>How have stakeholders been involved in the development of this function/policy/plan?</p>	<p>The Board will consult widely on the draft revised Policy, including the general public, licenceholders, the local Licensing Forum, Police Scotland, the Scottish Fire and Rescue Service, Orkney Islands Council in terms of planning, building standards, environmental health, education, social services and housing, Orkney Community Planning Partnership, Orkney Alcohol and Drugs Partnership, NHS Orkney Board, Alcohol Focus Scotland, Citizens Advice Bureau (Orkney), community councils, local firms of solicitors, Orkney Alcohol Counselling and Advisory Service, Orkney Health and Care in respect of social work, mental health and substance abuse functions, the Scottish Beer and Pub Association, the Scottish Licensed Trade Association and Voluntary Action Orkney. Comments will be taken on board in the preparation of the final document.</p>
<p>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)</p>	<p>The Board has adopted a Multi-Equality Strategy 1 February 2013 – 31 January 2015 under the Equality Act 2010. This is published at http://www.orkney.gov.uk/Service-Directory/L/licensing-board-policies.htm</p>
<p>Could the function/policy have a differential impact on any of the following equality strands?</p>	<p>Yes</p>
<p>1. Race: this includes ethnic or national groups, colour and nationality</p>	<p>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</p>

<p>2. Sex: a man or a woman</p>	<p>No. Currently we do not hold information on sex, although we do hold some information on names.</p> <p>Monitoring information will be sought from all applicants (monitoring form to be issued with all application forms) but currently limited information held.</p> <p>All applications dealt with on own merits</p>
<p>3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes</p>	<p>No. Monitoring information will be sought from all applicants (monitoring form to be issued with all application forms) but currently no information held.</p> <p>All applications dealt with on own merits</p>
<p>4. Gender Reassignment: the process of transitioning from one gender to another</p>	<p>No. Monitoring information will be sought from all applicants (monitoring form to be issued with all application forms) but currently no information held.</p> <p>All applications dealt with on own merits.</p>
<p>5. Pregnancy and maternity</p>	<p>No. Monitoring information will be sought from all applicants (monitoring form to be issued with all application forms) but currently no information held.</p> <p>All applications dealt with on own merits.</p>
<p>6. Age: people of different ages</p>	<p>Yes. Applicants have to be 18 years old to hold a licence.</p> <p>Age Verification policy is a mandatory condition of premises licences and occasional licences.</p> <p>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.</p> <p>Monitoring information will be sought from all applicants (monitoring form to be issued with all application forms).</p> <p>All applications dealt with on own merits.</p>
<p>7. Religion or belief or none (atheists)</p>	<p>No. Monitoring information will be sought from all applicants (monitoring form to be issued with all application forms) but currently no information held.</p> <p>All applications dealt with on own merits.</p>
<p>8. Marriage and Civil Partnership</p>	<p>No. Monitoring information will be sought from all applicants (monitoring form to be issued with all application forms) but currently no information held.</p> <p>All applications dealt with on own merits.</p>

<p>9. Disability: people with disabilities (whether registered or not)</p>	<p>Yes. A requirement to submit a disabled access statement with premises applications is awaiting commencement.</p> <p>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.</p> <p>Monitoring information will be sought from all applicants (monitoring form to be issued with all application forms) but currently no information held.</p> <p>All applications dealt with on own merits.</p>
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3. IMPACT ASSESSMENT

<p>Does the analysis above identify any differential impacts which need to be addressed?</p>	<p>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.</p>
<p>How could you minimise or remove any potential negative impacts?</p>	<p>N/A</p>
<p>Do you have enough information to make a judgement? If no, what information do you require?</p>	<p>Yes</p>

4. CONCLUSIONS AND PLANNED ACTION

<p>Is further work required?</p>	<p>No</p>
<p>What action is to be taken?</p>	<p>N/A</p>
<p>Who will undertake it?</p>	<p>N/A</p>
<p>When will it be done?</p>	<p>N/A</p>
<p>How will it be monitored? (e.g. through service plans)</p>	<p>The Statement of Alcohol Licensing Policy will be applied for the 3 year period from 30 November 2013 to 29 November 2016. The Board will commence consultation on a statutory review in 2016. 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.</p>

Signature

Date

10 April 2013

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