

Equality Impact Assessment

Please be aware that in order to comply with the Public Sector Equality Duty 2010, this document will be made available to the public. You should treat this as a live document and keep it under continuous review. You should do this by recording any issues you identify, along with any actions you take to minimise their impact.

Please refer to the Equality Impact Assessment guidance on iCan to help you in completing this form.

For the purposes of this form, we refer to your policy, function, project or service as a proposal.

Date of initial assessment	02 April 2024
Division	Community Services
Proposal to be assessed	Gambling Policy 2025 2028
New or existing policy or function?	Updated policy
External (i.e. public-facing) or internal?	External
Statutory or non-statutory?	Statutory
Your name	Bill Hicks / Simon Thomas
Your job title	Service Director, Place / Head of Planning & Health
Your contact telephone number	
Decision maker (e.g. Full Council, Community Committee, Management Team etc.)	Full Council
Estimated proposal deadline	Final target decision date – xx December 2024 EIA further reviewed at the conclusion of the consultation period to incorporate relevant responses.

Please outline your proposal, including:	
<ul style="list-style-type: none"> ● Aims and objectives ● Key actions ● Expected outcomes 	<p>Aims and objectives - Licensing authority to introduce a policy that is compliant with the Gambling Act 2005, <i>Gambling Commission's Guidance issued to licensing authorities</i> and case law.</p> <p>Key actions - To ensure that public consultation and constitutional requirements adhered to.</p>

<ul style="list-style-type: none"> • Who will be affected and how • How many people will be affected 	<p>Expected outcomes - That the policy is compliant with the Gambling Act 2005, promotes the licensing objectives and provides fair and transparent administration for those making applications and those making representations.</p> <p>Who will be affected and how - All members of the community, ie applicants, businesses, residents, universities, students etc.</p> <p>How many people will be affected - Everyone who works and / or lives in the district.</p> <ul style="list-style-type: none"> • Any decision made under the policy would not result in discrimination. • There is no disadvantage in the proposed policy, ie no exclusion, rejection, lack of opportunity, lack of choice or barriers to accessing services. • The policy meets the needs of all members of the community. • The policy encourages participation by all. • The policy fosters good relations in that the consultation process increases integration, participation and promotes understanding of difference, eg equal employment opportunities, accessibility etc.
<p>What relevant data or information is currently available about the customers who may use this service or could be affected? Please give details; for example “x% of customers are female” or “x% of customers are aged over 60”</p>	<p>As above.</p>

Is the decision relevant to the aims of the Public Sector Equality Duty, which are listed below?
Guidance on the aims can be found in the EHRC’s [PSED Technical Guidance](#)

Aim	Yes	As outlined above
Eliminate discrimination, harassment and victimisation	Yes	As outlined above
Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it	Yes	As outlined above
Foster good relations between persons who share a relevant protected characteristic and persons who do not share it	Yes	As outlined above

Assess the relevance of the proposal to people with different protected characteristics, and assess the impact of the proposal on people with different protected characteristics.
Your explanation should make it clear who the assessment applies to within each protected characteristic. For example, a proposal may have high relevance for young people but low relevance for older people; it may have a positive impact on women but a neutral impact on men.

Protected characteristic	Relevance to proposal High/Medium/Low/None	Impact of proposal Positive/Neutral/Negative	Explanation
Age	None	Neutral	None
Disability	None	Neutral	None
Gender reassignment	None	Neutral	None
Marriage and civil partnership	None	Neutral	None
Pregnancy and maternity	None	Neutral	None
Race	None	Neutral	None
Religion or belief	None	Neutral	None
Sex	None	Neutral	None
Sexual orientation	None	Neutral	None

Other groups: for example – low income/ people living in rural areas/ single parents/ carers and the cared for/ past offenders/ long-term unemployed/ housebound/ history of domestic abuse/ people who don't speak English as a first language/	None	Neutral	None
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People without computer access etc.			
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<p>Are you going to make any changes to your proposal as a result of these findings, in order to mitigate any potential negative impacts identified? If yes, what are they? If no, why not?</p>	<p>No.</p> <p>Adherence to licensing process and legislation meets the three elements of the general duty under the Equality Act 2010, namely eliminate discrimination, advance equality of opportunity and foster good relations.</p> <p>Licensing Act 2003, Home Office's <i>Amended Guidance issued under Section 182 of the Licensing Act 2003</i> and knowledge gained from administration of the current system.</p> <p>Every aspect of the policy is dictated by the licensing objectives detailed in Licensing Act 2003 and amended guidance; these objectives do not impact upon any of the nine protected characteristics.</p> <ul style="list-style-type: none"> ● Any decision made under the policy would not result in discrimination. ● There is no disadvantage in the proposed policy, ie no exclusion, rejection, lack of opportunity, lack of choice or barriers to accessing services. ● The policy meets the needs of all members of the community. ● The policy encourages participation by all. ● The policy fosters good relations in that the consultation process increases integration, participation and promotes understanding of difference, eg Zero Tolerance to Sexual Harassment. The policy is under a duty to promote the licensing objection of prevention of crime and disorder.
<p>Is there any potential negative impact which cannot be minimised or removed? If so, can it be</p>	<p>No.</p>

justified? (for example, on the grounds of promoting equality of opportunity for another protected characteristic)	
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What additional information would increase your understanding about the potential impact of this proposal?	None.
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If a consultation exercise is required as part of your proposal, please complete the consultation planning form on iCan.

Please update the section below if:

- You have amended your proposal
- You have new information
- You have undertaken consultation

Date of revised assessment	26 October 2021
Have you made any changes to your initial assessment? If so, please give brief details	No
Did you undertake consultation? – if yes, give date and the consultation results:	Yes 01 July 2024 - 30 September 2024 x response and x written questionnaire
Do you have new information which reveals any difference in views across the protected characteristics?	No
Can any new conclusions be drawn as to how the proposal will affect people with different protected characteristics?	No
Are you going to make any changes to your proposal as a result of these findings, in order to mitigate any potential negative impacts identified? If yes, what are they? If no, why not?	No

Is there any potential negative impact which cannot be minimised or removed? If so, can it be justified? (for example, on the grounds of promoting equality of opportunity for another protected characteristic)	No
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Should you need to revisit your assessment more than once, please ensure that you provide details of any changes or new information and the date these amendments were made.