

Enfield Equality Impact Assessment (EqIA)

Introduction

The purpose of an Equality Impact Assessment (EqIA) is to help Enfield Council make sure it does not discriminate against service users, residents and staff, and that we promote equality where possible. Completing the assessment is a way to make sure everyone involved in a decision or activity thinks carefully about the likely impact of their work and that we take appropriate action in response to this analysis.

The EqIA provides a way to systematically assess and record the likely equality impact of an activity, policy, strategy, budget change or any other decision.

The assessment helps us to focus on the impact on people who share one of the different nine protected characteristics as defined by the Equality Act 2010 as well as on people who are disadvantaged due to socio-economic factors. The assessment involves anticipating the consequences of the activity or decision on different groups of people and making sure that:

- unlawful discrimination is eliminated
- opportunities for advancing equal opportunities are maximised
- opportunities for fostering good relations are maximised.

The EqIA is carried out by completing this form. To complete it you will need to:

- use local or national research which relates to how the activity/ policy/ strategy/ budget change or decision being made may impact on different people in different ways based on their protected characteristic or socio-economic status;
- where possible, analyse any equality data we have on the people in Enfield who will be affected eg equality data on service users and/or equality data on the Enfield population;
- refer to the engagement and/ or consultation you have carried out with stakeholders, including the community and/or voluntary and community sector groups you consulted and their views. Consider what this engagement showed us about the likely impact of the activity/ policy/ strategy/ budget change or decision on different groups.

The results of the EqIA should be used to inform the proposal/ recommended decision and changes should be made to the proposal/ recommended decision as a result of the assessment where required. Any ongoing/ future mitigating actions required should be set out in the action plan at the end of the assessment.

Section 1 – Equality analysis details

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	Review of the Statement of Licensing Policy (Alcohol) and the Gambling Statement of Licensing Principles
Team/ Department	Licensing Team Environment & Street Scene Department
Executive Director	Perry Scott
Cabinet Member	Cllr Susan Erbil
Author(s) name(s) and contact details	Martin Rattigan Martin.rattigan@enfield.gov.uk 0208 132 0927
Committee name and date of decision	Cabinet 16/10/24
Date of EqIA completion	

Date the EqIA was reviewed by the Corporate Strategy Service	
Name of Head of Service responsible for implementing the EqIA actions (if any)	
Name of Director who has approved the EqIA	

The completed EqIA should be included as an appendix to relevant EMT/ Delegated Authority/ Cabinet/ Council reports regarding the service activity/ policy/ strategy/ budget change/ decision. Decision-makers should be confident that a robust EqIA has taken place, that any necessary mitigating action has been taken and that there are robust arrangements in place to ensure any necessary ongoing actions are delivered.

Section 2 – Summary of proposal

Please give a brief summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision

Please summarise briefly:

What is the proposed decision or change?
What are the reasons for the decision or change?
What outcomes are you hoping to achieve from this change?
Who will be impacted by the project or change - staff, service users, or the wider community?

The proposed decision is to allow for the Statement of Licensing Policy (“Licensing Policy”) and the Statement of Principles for Gambling Licensing (“Gambling Policy”) to be republished by 28th and 31st of January 2025 respectively.

It is a statutory requirement under the Licensing Act 2003 and the Gambling Act 2005 to consult on, refresh and republish the Licensing Policy every 5 years and the Gambling Policy every 3 years.

Both policies have undergone stakeholder engagement, redevelopment to reflect legislative and guidance changes, stakeholder priorities and concerns, any other updates or improvements required, and has now been through public consultation and amended accordingly.

Each policy is intended to continue the effective management of the licensed alcohol and gambling trades within the borough to ensure these are available to those who use them responsibly and are of minimal negative impact to residents and other businesses in the borough.

Both policies have an impact on businesses and the wider community.

Section 3 – Equality analysis

This section asks you to consider the potential differential impact of the proposed decision or change on different protected characteristics, and what mitigating actions should be taken to avoid or counteract any negative impact.

According to the Equality Act 2010, protected characteristics are aspects of a person's identity that make them who they are. The law defines 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment.
4. Marriage and civil partnership.
5. Pregnancy and maternity.
6. Race
7. Religion or belief.
8. Sex
9. Sexual orientation.

At Enfield Council, we also consider care experience and socio-economic status as an additional characteristic.

“Differential impact” means that people of a particular protected characteristic (eg people of a particular age, people with a disability, people of a particular gender, or people from a particular race and religion) will be significantly more affected by the change than other groups. Please consider both potential positive and negative impacts, and provide evidence to explain why this group might be particularly affected. If there is no differential impact for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect staff, service users or members of the wider community who share one of the following protected characteristics.

Detailed information and guidance on how to carry out an Equality Impact Assessment is available [here](#). (link to guidance document once approved)

Age

This can refer to people of a specific age e.g. 18-year olds, or age range e.g. 0-18 year olds.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people of a specific age or age group (e.g. older or younger people)?

Please provide evidence to explain why this group may be particularly affected.

It is unlikely to have a significant impact on any specific age group. Under 18 year olds are by law not allowed to purchase alcohol or to gamble, however, many licensed businesses will cater to under 18 years olds with other offers (eg. Families dining at a pub or restaurant etc). However, there is no obvious differential impact.

Mitigating actions to be taken

None required.

Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.

This could include: physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people with disabilities?

Please provide evidence to explain why this group may be particularly affected.

It is unlikely that this consultation or policy will have a differential impact on people with disabilities. It is unlikely that the policy will change the experience people with disabilities have in licensed or gambling premises.

Mitigating actions to be taken

None required.

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Gender Reassignment

This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on transgender people?

Please provide evidence to explain why this group may be particularly affected.

It is unlikely that the either policy will have a differential impact those undergoing or having gone through gender reassignment.

However, the Licensing Policy does include a section outlining an expectation that licensees consider ways in which they can protect vulnerable groups, including trans people, from violence, intimidation and exploitation in the night time economy.

Mitigating actions to be taken

No further actions required.

Marriage and Civil Partnership

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a marriage can be conducted through either religious or civil ceremonies. In the U.K both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people in a marriage or civil partnership?

Please provide evidence to explain why this group may be particularly affected.

There will be no differential impact relating to marital status in either policy.

Mitigating actions to be taken

None required.

Pregnancy and maternity

Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on pregnancy and maternity?

Please provide evidence to explain why this group may be particularly affected.

There will be no differential impact relating to pregnancy and maternity in either policy.

Mitigating actions to be taken

None required.

Race

This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people of a certain race?

Please provide evidence to explain why this group may be particularly affected.

There will be no differential impact relating to people of a certain race in either policy.

Mitigating actions to be taken

None required.

Religion and belief

Religion refers to a person's faith (e.g. Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who follow a religion or belief, including lack of belief?

Please provide evidence to explain why this group may be particularly affected.

There will be no differential impact relating to religion or a belief, including lack of belief, in either policy.

Mitigating actions to be taken

None required.

Sex

Sex refers to whether you are a female or male.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on females or males?

Please provide evidence to explain why this group may be particularly affected.

There will be no differential impact relating to sex in either policy.

Mitigating actions to be taken

None required.

Sexual Orientation

This refers to whether a person is sexually attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with a particular sexual orientation?

Please provide evidence to explain why this group may be particularly affected.

There will be no differential impact relating to sexual orientation in either policy. However, the Licensing Policy does include a section outlining an expectation that licensees consider ways in which they can protect vulnerable groups, including trans people, from violence, intimidation and exploitation in the night time economy.

Mitigating actions to be taken

No further actions required.

Care Experience

This refers to a person who has spent 13 weeks or more in local authority care.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with care experience?

Please provide evidence to explain why this group may be particularly affected.

There will be no differential impact relating to care experience in either policy.

Mitigating actions to be taken

None required.

Socio-economic deprivation

This refers to people who are disadvantaged due to socio-economic factors e.g. unemployment, low income, low academic qualifications or living in a deprived area, social housing or unstable housing.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who are socio-economically disadvantaged?

Please provide evidence to explain why this group may be particularly affected.

There will be no differential impact relating to socio-economic disadvantage in either policy.

However, the Gambling Policy introduces a Gambling Vulnerability Area which is intended to reduce any additional impact of new gambling premises on those suffering socio-economic deprivation in the Edmonton and Enfield Highway areas.

Mitigating actions to be taken.

None required.

Section 4 – Monitoring and review

How do you intend to monitor and review the effects of this proposal?

Who will be responsible for assessing the effects of this proposal?

The Licensing Policy is required to be reviewed within 5 years of publication and republication. The Licensing Policy is in use as part of the Licensing process continuously and is monitored continuously.

The Licensing Team is responsible for assessing the effects of the Gambling Policy.

The Gambling Policy is required to be reviewed within 3 years of publication and republication. The Gambling Policy is in use as part of the Gambling Licensing process continuously and is monitored continuously.

The Licensing Team is responsible for assessing the effects of the Gambling Policy.

Section 5 – Action plan for mitigating actions

Any actions that are already completed should be captured in the equality analysis section above. Any actions that will be implemented once the decision has been made should be captured here.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments
No issues have been identified.	N/A	N/A	N/A	N/A	N/A