

Equality Impact Assessment: conversation screening tool

[Use this form to prompt an EIA conversation and capture the output between officers, stakeholders and interested groups. This completed form or a full EIA report will be published as part of the decision-making process]

Policy/Service under development/review:	Regulatory Services and Licensing Enforcement Policy
What changes are being made to the policy/service?	The new policy replaces three existing legacy policies across BCP
Service Unit:	Communities
Persons present in the conversation and their role/experience in the service:	Louise Jones Environmental Health Manager Nananka Randle Licensing Manager James Norman – Trading Standards Manager Caroline Fair – Environmental Health Manager Jeff Morley – Environmental Health Manager Matthew King – Community Enforcement Manager Graeme Smith – Policy and Performance Manager
Conversation dates:	15/09/2020 15/03/2020
Do you know your current or potential client base? Who are the key stakeholders?	<p>Yes, we understand our client base and stakeholders, it includes:</p> <ul style="list-style-type: none"> - • Premises Licence holders under the Licensing Act 2003 • Businesses located in the BCP area • Solicitors and agents acting for Premises Licence holders • Members of the BCP Council • Officers within BCP Council in the Regulatory Services and Licensing teams • Residents and community groups within the BCP Council area • Dorset Police Licensing • Responsible Authorities as set out within the Licensing Act 2003 • Food Standards Agency • Health and Safety Executive
Do different groups have different needs or experiences in relation to the policy/service?	<p>Yes, some groups may have different needs or experiences in relation to the policy, in particular: -</p> <p>It can be perceived that certain race characteristics may be targeted such as smoking houses. However, this is mitigated by fair and transparent adherence to the legislative requirements of overriding legislation such as the Health Act that targets smoking inside. Shisha smoking can be unfairly perceived to be targeted when complaints are received. There is recognised a higher number of licence holders of ethnic backgrounds providing Late Night Refreshment (hot food between 2300 – 0500) action taken in these cases can be perceived as targeting premises that are run by people of ethnic backgrounds.</p> <p>Our enforcement activity statistics show that food hygiene enforcement notices are served on more BAME businesses than other businesses. We engage with businesses on an informal basis where there is non-compliance. Where necessary we translate any documentation such as letters and improvement notices together with photographs explaining clearly what is wrong why it is wrong and how to put it right. Where necessary we</p>

	use translators during site visits to help explain to food business operators what improvements need to be made.
Will the policy or service change affect any of these service users?	No. The new policy doesn't change the process and strict adherence to the legislation and guidance is always maintained.
[If the answer to any of the questions above is 'don't know' then you need to gather more evidence and do a full EIA. The best way to do this is to use the Capturing Evidence form]	
What are the benefits or positive impacts of the policy/service change on current or potential service users?	<ul style="list-style-type: none"> • Ensuring the protection of children from underage sales of alcohol, cigarettes, and fireworks • Protecting the vulnerable and elderly from scams and rogue traders • Investigation of accidents to those injured at work and to prevent further injury • Assist in the reduction of sexual exploitation • Investigation of complaints about health and safety risks to pregnant workers
What are the negative impacts of the policy/service change on current or potential service users?	The policy ensures that legislation is enforced across BCP in a fair and consistent manner
Will the policy or service change affect employees?	Yes, it provides guidance on a consistent approach to enforcement
Will the policy or service change affect the wider community?	Yes, because it replaces three legacy policies with one policy for BCP.
What mitigating actions are planned or already in place for those negatively affected by the policy/service change?	Ensure procedures are in place to have a consistent approach to enforcement activities where English is not the first language to ensure that business owners are fully informed of what is wrong why it is wrong and how to put it right either by the use of translated materials or the use of interpreters.
Summary of Equality Implications:	<p>There should be no adverse effect on those who have protected characteristics. It is recognised that the Regulatory Services and Licensing Enforcement Policy can be perceived to target some ethnic groups, when taking interventions with water pipe smoking establishments. However, this is mitigated by fair and transparent adherence to the legislative requirements of overriding legislation. All enforcement activities are dealt with on a case-by-case basis with the aim of protecting safety and health.</p> <p>We work closely with other agencies during our enforcement activities and recognise that our interventions can help protect people from harm in many ways. Our licensing role ensures the safe sale of alcohol whilst upholding the Licensing Objectives to protect children from harm which includes not only underage sales of alcohol but recognises the role alcohol can play in child sexual exploitation and human trafficking. Joint working with agencies where intelligence leads to enforcement regarding illegal working will protect illegitimate workers and those being exploited.</p> <p>The merging of the legacy councils has meant that there are three different approaches to communicating enforcement actions to business owners that do not speak English. Procedures are in place to ensure that business owners are fully informed of any contraventions. It is intended that one consistent approach will be adopted for how messages are communicated.</p>