

# Equality Impact Assessment (EqIA) Proforma

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An EqIA is a tool to assess whether a decision, policy, service or function pays 'due regard' to the Public Sector Equality Duty (PSED).

This Duty requires public bodies to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

The Equality Duty covers the following **9 protected characteristics**:

**Age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, marriage and civil partnership.** In addition, this EqIA process includes; **care experience, rurality, socio-economic status** and the **armed forces community**.

The EqIA process has two stages:

- **Screening EqIA:** This checks whether a decision, policy, service or function pays due regard to the Equality Duty; to provide any high-level advice or take immediate action; to determine if a full EqIA is required.
- **Full EqIA:** Sometimes called Equality Analysis, this looks at a decision, policy, service or function with supporting data, information, research and evidence from consultation/engagement. The EIA covers the nine protected characteristics as well as rurality, socio-economic status, care experience and armed forces personnel/ veterans. A full EqIA includes an action plan.

Where an EqIA relates to a Council Member Decision it should be included as an appendix to the committee report.

# Equality Impact Assessment – Screening

## 1) Decision/Policy/Service/Function

Statement of Gambling Policy 2024-2027

## 2) Background and summary of Equality Advice

The Council is the Licensing Authority under the Gambling Act 2005 (the Act). Licensing Authorities license gambling premises within their area, as well as undertaking functions in relation to lower stake gaming machines in club and miner's welfare institutes. The Act also provides a system of temporary and occasional use notices. These authorised premises that are not licensed generally for gambling purposes to be used for certain type of gambling, for limited periods.

S349 of the Gambling Act 2005 requires Licensing Authorities to prepare and publish a statement of Licensing principles, reviewed three yearly, that they intend to apply in exercising their functions under the Act. The Statement forms the licensing authorities mandate for managing local gambling provision and sets out what the licensing authority will take into consideration in issuing relevant Licences and therefore its expectation in relation to premises within their area.

The policy statement acts as the main vehicle for setting out the Licensing authorities approach to regulation having taken into account local circumstance. It aims to control operators of licensed premises within the local area to help protect the community, ie children and relevant vulnerable groups, and to guide these Operators as to how the Council wishes them to run their premises. The licensing objectives are set out in the Act and are:

- preventing gambling from being a source of crime or disorder, being associated with crime or disorder or being used to support crime
- ensuring that gambling is conducted in a fair and open way

- protecting children and other vulnerable persons from being harmed or exploited by gambling.

This is the Councils first Statement of Gambling Policy and until adopted, the former sovereign Councils of Barrow, Eden and South Lakeland policies' will remain until 31<sup>st</sup> March 2024.

### 3) Consultation

The Council is required to consult with the Chief Officer of Police, One or more persons who appear to the Authority to represent the interests of persons carrying on gambling businesses in the Authority's area and One or more persons who appear to the Authority to represent the interests of persons who are likely to be affected by the exercise of the Authority's functions under the Act. This includes Existing license holders, Businesses, Voluntary groups and Residents. Consultation will take place between 1<sup>st</sup> October and 31<sup>st</sup> December 2023.

### 4) Equality screening

Equality protected characteristic	Impact Y/N	Describe impact (if Yes)	Measures to address impact (if Yes)	Full EqIA needed Y/N
Age	Y	Positive impact as there are limitations on the age when a person can gamble and the policy has elements for the protection of children and young persons. Rules and regulations are clearly communicated to all licensees	New Premises are required to do a risk assessment as to the local area and this would reflect policies they would put in place to protect school children if they wished to open near a school. New premises to open also require planning permission.	N

Equality protected characteristic	Impact Y/N	Describe impact (if Yes)	Measures to address impact (if Yes)	Full EqIA needed Y/N
		through the policy and advice is readily available to the public and the licensees.		
Disability	N			
Gender reassignment	N			
Marriage or civil partnership	N			
Pregnancy or maternity	N			
Race	N			
Religion or belief	N			
Sex	N			
Sexual orientation	N			
Care Experience	N			

Equality protected characteristic	Impact Y/N	Describe impact (if Yes)	Measures to address impact (if Yes)	Full EqIA needed Y/N
People in rural areas	N			
Socio-economic status	N	However, no negative impacts of the policy have been identified, regardless of the fact that the existence of gambling premises might be considered negative by an individual/support worker in respect of persons who may have a reliance upon or difficult relationship with gambling.	Responsible and transparent licensing policies, both for the premises licensed by the local authority and the operator, licensed by the Gambling Commission, make a contribution to ensuring that venues and staff of those venues are aware of vulnerable groups watchable for excessive gambling.	N
Armed-forces personnel/veterans	N			
General (other considerations)	N			

5) Full EqIA required (evidence of substantial impact)?

Yes

No

# Full Equality Impact Assessment template

## Section 1: About the Decision, Policy, Service or Function

Name and relevance of Decision/Policy/Service/ Function being assessed to the PSED	
Job Title of Officer completing EIA	
Department/service area	
Telephone number and email contact	
Date of Assessment	
Objectives of decision/policy/service/ function. Which objectives relate to the PSED?	
Key stakeholders and consultees	

## Section 2: Information Gathering

What relevant information, evidence, data and research have you used to build up a picture of the likely impacts of your decision/policy/service/function on the protected characteristic and other groups listed below.

What is the negative/adverse impact or area for further action	Actions proposed to reduce/eliminate the negative impact	Who will lead on the actions?	Resource implications/ resources required	When? (target completion date)	Monitoring Arrangements

*Add rows as necessary.*



## Section 5. Outcome of Equality Impact Assessment (tick appropriate box)

<b>No major change needed - the analysis shows the policy is robust and evidence shows no potential for discrimination.</b>	<input checked="" type="checkbox"/>
<b>Adjust the policy/service/function - alternatives have been considered and steps taken to remove barriers or to better advance equality.</b>	<input type="checkbox"/>
<b>Complete the action plan.</b>	<input type="checkbox"/>
<b>Adverse impact(s) identified but continue - this will need a justification or reason. Complete the action plan.</b>	<input type="checkbox"/>

## Section 6. Review

<b>Date of next review of the Equality Impact Assessment</b>	<b>Who will carry out this review?</b>
4 <sup>th</sup> January 2024. Following the results of the 3 month consultation, no changes are required.	Head of Public Protection
2026/7 or earlier if there are significant changes to the policy, during it's lifetime.	Head of Public Protection