

Cambridge City Council Equality Impact Assessment



Completing an Equality Impact Assessment will help you to think about what impact your strategy, policy, plan, project, contract or major change to your service may have on people that live in, work in or visit Cambridge, as well as on City Council staff.

The template is easy to use. You do not need to have specialist equalities knowledge to complete it. It asks you to make judgements based on evidence and experience. There are guidance notes on the intranet to help you. You can also get advice from Suzanne Goff, Strategy Officer on 01223 457174 or email suzanne.goff@cambridge.gov.uk or from any member of the Joint Equalities Group.

1. Title of strategy, policy, plan, project, contract or major change to your service:

Sex Establishment Licensing Policy

2. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?

To enable the council to exercise its functions under Schedule 3 of the Local Government (Miscellaneous Provisions) Act 1982 relating to Sex Establishments.
The legislation gives local authorities in England and Wales the power to regulate sex shops, sex cinemas and sexual entertainment venues and gives greater scope and discretion as to how these venues are controlled within their areas.

3. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick those that apply)

- ✓ Residents
- ✓ Visitors
- ✓ Staff

A specific client group or groups (please state):

4. What type of strategy, policy, plan, project, contract or major change to your service is this? (Please tick)

- ☐ New
- ☐ Revised
- ✓ Existing

5. Responsible directorate and service

Directorate: Environmental Services

Service: Environmental Health

6. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service?

No

✓ Yes (please give details):

The review of the policy has been sent to responsible authorities, those directly affected by the policy and has been open to a public consultation. All responses received have been considered when reviewing the policy.

7. Potential impact

Please list and explain how this strategy, policy, plan, project, contract or major change to your service could **positively** or **negatively** affect individuals from the following equalities groups.

When answering this question, please think about:

- The results of relevant consultation that you or others have completed (for example with residents, people that work in or visit Cambridge, service users, staff or partner organisations).
- Complaints information.
- Performance information.
- Information about people using your service (for example whether people from certain equalities groups use the service more or less than others).
- Inspection results.
- Comparisons with other organisations.
- The implementation of your piece of work (don't just assess what you think the impact will be after you have completed your work, but also think about what steps you might have to take to make sure that the implementation of your work does not negatively impact on people from a particular equality group).
- The relevant premises involved.
- Your communications.
- National research (local information is not always available, particularly for some equalities groups, so use national research to provide evidence for your conclusions).

(a) Age (any group of people of a particular age, including younger and older people – in particular, please consider any safeguarding issues for children and vulnerable adults)

Persons under 18 are excluded from attending such venues and the legislation prohibits anyone under 18 holding a licence.
Protection of the young, elderly and vulnerable by identifying the key locations that may not be suitable for a sex establishment licensing.

(b) Disability (including people with a physical impairment, sensory impairment, learning disability, mental health problem or other condition which has an impact on their daily life)

Offer support to licence applicants, licence holder and potential objectors who may need assistance with access to documentation/guidance etc.

(c) Gender

The policy minimises the impact of any gender discrimination and licence conditions will be imposed as appropriate.
Any objections to a licence application will be carefully considered to ensure that they are not submitted solely on the grounds of personal prejudice.

(d) Pregnancy and maternity

The policy minimises the impact of any gender discrimination and licence conditions will be imposed as appropriate.
Any objections to a licence application will be carefully considered to ensure that they are not submitted solely on the grounds of personal prejudice.

(e) Transgender (including gender re-assignment)

Any objections to the licence application will be carefully considered to ensure that they are not submitted solely on the grounds of personal prejudice.

(f) Marriage and Civil Partnership

Insufficient evidence

(g) Race or Ethnicity

Offer support to licence applicants, licence holder and potential objectors who may need assistance with documentation/guidance due to language barriers.

(h) Religion or Belief

The location of the premises where there may be places of public and religious meetings or services will be taken into account in determining any application.
Any objections to the licence application will be carefully considered to ensure that they are not submitted solely on the grounds of personal prejudice.

(i) Sexual Orientation

Any objections to the licence application will be carefully considered to ensure that they are not submitted solely on the grounds of personal prejudice.

(j) Other factors that may lead to inequality – in particular – please consider the impact of any changes on low income groups or those experiencing the impacts of poverty (please state):

8. If you have any additional comments please add them here

Allowing Council's to have their own Policy on licensing Sex Establishment Venues is considered a crucial move in terms of challenging the mainstreaming of venues, which market women as sexual commodities and perpetrate harmful gender stereotypes. Prior to the implementation of the legislation there was limited protection for women working in sex establishment venues and a failure to address the safety of women living near such venues.
The legislation allows for better scrutiny and control of working practices through the licences granted and a wider range of residents being able to have their say.
There is also an improvement in standards of employment practice and working conditions for dancers.

9. Conclusions and Next Steps

- If you have not identified any negative impacts, please sign off this form.
- If you have identified potential negative actions, you must complete the action plan at the end of this document to set out how you propose to mitigate the impact. If you do not feel that the potential negative impact can be mitigated, you must complete question 8 to explain why that is the case.
- If there is insufficient evidence to say whether or not there is likely to be a negative impact, please complete the action plan setting out what additional information you need to gather to complete the assessment.

All completed Equality Impact Assessments must be emailed to Suzanne Goff, Strategy Officer, who will arrange for it to be published on the City Council's website.
Email suzanne.goff@cambridge.gov.uk

10. Sign off

Name and job title of assessment lead officer: Yvonne O'Donnell – Environmental Health Manager

Names and job titles of other assessment team members and people consulted:

Date of completion: 03/10/16

Date of next review of the assessment: October 2021