



Cambridge City Council Equality Impact Assessment (EqIA)

Please fill this out on the computer as a Word document or complete the form on SurveyMonkey – find the link on the Intranet.

This tool helps the Council ensure that we fulfil legal obligations of the [Public Sector Equality Duty](#) to have due regard to the need to –

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Guidance on how to complete this tool can be found on the Cambridge City Council intranet. For specific questions on the tool email Helen Crowther, Equality and Anti-Poverty Officer at equalities@cambridge.gov.uk or phone 01223 457046. Once you have drafted the EqIA please send this to equalities@cambridge.gov.uk for checking. For advice on consulting on equality impacts, please contact Graham Saint, Strategy Officer, (graham.saint@cambridge.gov.uk or 01223 457044).

1. Title of strategy, policy, plan, project, contract or major change to your service:
Proposed change to remove Romsey area of Mill Road from Cumulative Impact Policy.
2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)
https://www.cambridge.gov.uk/content/licensing-overview
3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?
<p>The Statement of Licensing Policy, which was reviewed in October 2017, contains details of a Special Policy on Cumulative Effect (the Cumulative Impact Policy).</p> <p>As part of the review carried out in October the response from Cambridge Constabulary, based on the figures provided in Appendix 3 of the Statement of Licensing Policy questioned whether the Romsey area of Mill Road should remain as part of the Cumulative Impact Area.</p> <p>A twelve week formal consultation was carried out on the potential decision to remove the Romsey area of Mill Road from the Cumulative Impact Area.</p>
4. Responsible Service
Environmental Services

5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick those that apply)
<p>✓ <input type="checkbox"/> Residents of Cambridge City</p> <p>✓ <input type="checkbox"/> Visitors to Cambridge City</p> <p>✓ <input type="checkbox"/> Staff</p>
<p>Please state any specific client group or groups (e.g. City Council tenants, tourists, people who work in the city but do not live here):</p>

<p>5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick those that apply)</p>
<p>6. What type of strategy, policy, plan, project, contract or major change to your service is this? (Please tick)</p> <p><input type="checkbox"/> New</p> <p><input type="checkbox"/> Major change</p> <p>✓ <input type="checkbox"/> Minor change</p>
<p>7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)</p> <p><input type="checkbox"/> No</p> <p>✓ <input type="checkbox"/> Yes (Please provide details): Responsible authorities play a part in maintaining the cumulative impact policy, most notably the Police.</p> <p>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.</p>
<p>8. Has the report on your strategy, policy, plan, project, contract or major change to your service gone to Committee? If so, which one?</p> <p>Is going to Licensing Committee on 19th March 2018</p>

9. What research methods/ evidence have you used in order to identify equality impacts of your strategy, policy, plan, project, contract or major change to your service?

The proposed change has been subject to a 12 week public consultation. The consultation was advertised on the Cambridge City Council website and an advert appeared in Cambridge News. People could respond via email or in writing. A total of 29 responses were received, none of the responses commented on equality.

In preparing this consultation the Licensing Authority has consulted with the following:

- the Chief Officer of Police for Cambridgeshire
- the Chief Officer of the Cambridgeshire Fire and Rescue Service
- persons/bodies representative of the Local Authority with the function of public health
- persons/bodies representative of local holders of premises licences
- persons/bodies representative of local holders of club premises certificates
- persons/bodies representative of local holders of personal licences
- persons/bodies representative of businesses and residents in the City of Cambridge
- the child protection agency
- other organisations as appear to the Licensing Authority to be affected by licensing matters, including local community, cultural, educational and entertainment organisations.

The Licensing Authority will continue to work in partnership with its neighbouring authorities, the police, other agencies, local liaison groups, businesses and individuals towards the achievement of the licensing objectives through good practice.

10. Potential impacts

For each category below, please explain if the strategy, policy, plan, project, contract or major change to your service could have a positive/ negative impact or no impact. Where an impact has been identified, please explain what it is. Consider impacts on service users, visitors and staff members separately.

(a) Age - Any group of people of a particular age (e.g. 32 year-olds) , or within a particular age range (e.g. 16-24 year-olds) – in particular, please consider any safeguarding issues for children and vulnerable adults

Some within this group could be impacted if the Cumulative Impact Area was changed and more premises were able to sell alcohol. In particular vulnerable adults with an alcohol problem could find that alcohol is more accessible.

(b) Disability - A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities

(b) Disability - A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities

We do not believe that any changes to the cumulative impact area will impact negatively on this target group. The proposed changes have been open to a public consultation and no responses have been received in regards to the changes impacting on those with a disability.

The Licensing Authority will have regard to equality and will expect an applicant to meet their statutory obligations in this area and not unlawfully discriminate or refuse service on grounds of disability regardless of whether the premises is located within a Cumulative Impact Area or not.

(c) Sex – A man or a woman.

In 2015 we undertook needs assessments with women, low-income men, disabled people and Black, Asian Minority Ethnic People on experiences of these social groups of living in Cambridge City. The Encompass Network did similar needs assessment of LGBT+ people in South Cambridgeshire and Cambridge City in 2014. Women overwhelmingly made comments related to safety as being a concern at night about the worst element of living in Cambridge. When they expanded on this, one main issue they shared was feeling unsafe around people drinking. Therefore, as the licencing policy's objectives include the prevention of crime and disorder, ensuring public safety and the prevention of public nuisance related to alcohol consumption, women will benefit from the policy as a social group highly concerned with this. This group could be impacted if the Cumulative Impact Area was changed and more premises were able to sell alcohol.

(d) Transgender – A person who does not identify with the gender they were assigned to at birth (includes gender reassignment that is the process of transitioning from one gender to another)

We do not believe that the proposed changes to the cumulative impact area will have an impact on this target group. The proposed changes have been open to a public consultation and no responses have been received in regards to the policy impacting on transgender people.

The Licensing Authority will have regard to equality and will expect an applicant to meet their statutory obligations in this area and not unlawfully discriminate or refuse service on grounds of gender regardless of whether the premises is located within a Cumulative Impact Area or not.

(e) Pregnancy and maternity

We do not believe that the proposed changes to the cumulative impact area will impact negatively on this target group. The proposed changes have been open to a public consultation and no responses have been received in regards to the policy impacting on pregnancy or maternity.

(f) Marriage and civil partnership

We do not believe that the proposed changes to the cumulative impact area will impact negatively on this target group. The proposed changes have been open to a public consultation and no responses have been received in regards to the policy impacting on marriage or civil partnership.

(g) Race - The protected characteristic 'race' refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

We do not believe that the proposed changes to the cumulative impact area will impact negatively on this target group. The proposed changes have been open to a public consultation and no responses have been received in regards to the policy impacting on race.

The Licensing Authority will have regard to equality and will expect an applicant to meet their statutory obligations in this area and not unlawfully discriminate or refuse service on grounds of race regardless of whether the premises is located within a Cumulative Impact Area or not.

(h) Religion or belief

We do not believe that the proposed changes to the cumulative impact area will impact negatively on this target group. The proposed changes have been open to a public consultation and no responses have been received in regards to the policy impacting on religion.

The Licensing Authority will have regard to equality and will expect an applicant to meet their statutory obligations in this area and not unlawfully discriminate or refuse service on grounds of religion regardless of whether the premises is located within a Cumulative Impact Area or not.

(i) Sexual orientation

We do not believe that the proposed changes to the cumulative impact area will impact negatively on this target group. The proposed changes have been open to a public consultation and no responses have been received in regards to the policy impacting on sexual orientation.

The Licensing Authority will have regard to equality and will expect an applicant to meet their statutory obligations in this area and not unlawfully discriminate or refuse service on grounds of sexual orientation regardless of whether the premises is located within a Cumulative Impact Area or not.

(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

The proposed changes will have no impact on any other factors that may lead to inequality.

11. Action plan – New equality impacts will be identified in different stages throughout the planning and implementation stages of changes to your strategy, policy, plan, project, contract or major change to your service. How will you monitor these going forward? Also, how will you ensure that any potential negative impacts of the changes will be mitigated? (Please include dates where possible for when you will update this EqlA accordingly.)

Forthcoming changes to legislation mean that the Cumulative Impact Policy will soon have a statutory footing and will introduce a requirement on licensing authorities to review the evidence on which Cumulative Impact Policies are based at least every three years.

12. Do you have any additional comments?

The licensing objectives also include the prevention of crime and disorder, ensuring public safety and the prevention of public nuisance. In meeting these objectives the policy is intended to have a positive impact on all social groups, including in helping to reduce incidences of hate crime. As part of implementing cultural strategies, proper account will be taken of the need to encourage and promote a broad range of entertainment, particularly live music, dancing, circus activity, street art and theatre, including the performance of a wide range of traditional and historic plays for the wider cultural benefit of the community which also balances the evening economy. A cumulative impact policy creates a rebuttable presumption that applications for new premises licence or club premises certificates or variations that are likely to add to the existing cumulative impact will normally be refused, following relevant representation, unless the applicant can demonstrate in their operating schedule that there will be no negative cumulative impact on one or more of the licensing objectives.

13. Sign off

Name and job title of lead officer for this equality impact assessment:

Luke Catchpole, Senior Technical Officer

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

Karen O'Connor, Team Manager (Commercial & Licensing)

Date of EqlA sign off: 22nd February 2018

Date of next review of the equalities impact assessment: Unknown

Sent to Helen Crowther, Equality and Anti-Poverty Officer?

☒ Yes

☐ No

Date to be published on Cambridge City Council website (if known):