

## The Highland Licensing Board

Meeting – 6 October 2015

Agenda Item	8
Report No	HLB/101/15

## The Highland Licensing Board Equality Strategy 2013-17

### Report by the Clerk of the Licensing Board

#### Summary

This report provides an update on the Board's Equality Strategy 2013-17 and recommends that the Board agree the revised Outcomes and their amalgamation with the Council's.

#### 1 Background

- 1.1 The Equality Act 2010 reformed and consolidated over 100 different pieces of Scottish, UK and European law, which provide protection from discrimination for people on the grounds of their ethnic origin, gender, disability, sexual orientation, faith or belief and age. The Act also provides protection from discrimination on the grounds of pregnancy and marriage and civil partnership. The Act also introduced a new extended equality duty on the public sector replacing previous separate duties covering race, disability and gender only.
- 1.2 The Equality Act introduced a positive General Duty on 300 Public Authorities in Scotland to:
  - Eliminate discrimination, harassment and other unlawful acts
  - Promote equality of opportunity, and
  - Foster good relations.
- 1.3 As a consequence, the Board, following close work with Rosemary MacKinnon, Highland Council's Equal Opportunities Officer and after consultation with the Highland Licensing Forum, published its Equality Strategy in April 2013. The Strategy can be accessed at:  
  
[http://www.highland.gov.uk/info/1125/licences\\_permits\\_and\\_permissions/339/liquor\\_licence/8](http://www.highland.gov.uk/info/1125/licences_permits_and_permissions/339/liquor_licence/8)
- 1.4 Although considered a separate public authority in terms of the Equality Act, the Board is linked to Highland Council which has expressed its leadership to supporting a more equal society as demonstrated in the Council's Programme, "Working Together for the Highlands". The Board is represented on the Council's Officer's Working Group which supports corporate and service-led equalities work.

## 2 Equality Outcomes

- 2.1 The strategy contains a number of equality outcomes and in 2014 I was invited to take part in an “Improving Equality Outcomes Project” organised by the Equality and Human Rights Commission (EHRC) as they thought the Board’s outcomes could benefit from improvement. The project ran from June to December.
- 2.2 As a result of this it became apparent that a number of Boards didn’t have their own Strategy but were part of their Council’s. Working closely with Rosemary MacKinnon, the Board’s Outcomes were conjoined with those of the Council’s as shown in Appendix 1. These were submitted to and approved by the EHRC.
- 2.3 In due course it is suggested that the Board’s strategy also be incorporated into the Council’s although it is important to note that the Board will retain its own Outcomes.

## 3 Progress with Outcomes

### 3.1 Outcome 1

- All staff have been asked to complete training in equality issues by the end of November. 4 members of staff have completed the training;
- Unfortunately regular reports to the Forum have not been issued but this Report will be the first step in this process;
- Otherwise, these outcomes have been completed;

### Outcome 2

An Information Pack comprising: an information leaflet for licensees on adult entertainment; The Violence Against Women Partnership’s Position Statement in relation to ‘adult entertainment’ and The Women’s Support Project information leaflet on ‘adult entertainment’ has been prepared in conjunction with Gillian Gunn, Violence Against Women Training & Development Manager with the NHS and will be issued to all prospective licensees who seek to add ‘adult entertainment’ as an activity to their liquor licence. Although the suggested date for accomplishing this has passed there have been no such applications made to the Board.

### Outcome 3

Completed and on-going.

### Outcome 4

On-going

## 4. Recommendation: that the Board

- 4.1 agree the revised Outcomes and their amalgamation with the Council’s;
- 4.2 agree that in future the Board’s strategy will be amalgamated with the Council’s;
- 4.3 note the progress made with the Outcomes.

Designation: Clerk of the Highland Licensing Board

Date: 11 September 2015

Appendix: Proposed revised Outcomes



		<ul style="list-style-type: none"> <li>• Provide information and guidance to Licensees and new applicants which: <ul style="list-style-type: none"> <li>- Provides guidance on the production of information in other formats, including other languages, easy read and large fonts;</li> <li>- Promotes the benefits of improving access to premises and Accessibility Statements</li> <li>- Lists the availability of interpretation services</li> </ul> </li> </ul>	Disability	Clerk by end of June 2013
<b>2</b> **	<p>a) Long term impact of Violence Against Women (VAW) on women and children is reduced</p> <ul style="list-style-type: none"> <li>• Women affected by VAW receive services which meet their needs</li> </ul> <p>b) Violence Against Women is Reduced</p> <ul style="list-style-type: none"> <li>• Perpetrators are tackled about their behaviour</li> <li>• Reduced acceptance of VAW *</li> </ul>	Provide information to Licensees and new applicants relating to gender equality, particularly for adult entertainment licenses	Gender	Clerk by end of June 2013
<b>3</b> *	People feel involved and are able to participate in public life and influence decision making.*	<ul style="list-style-type: none"> <li>• Ensure that information on the work of and involvement with the Board and influence the Council to ensure information about the Forum can be made available in other formats, including other languages, easy read and large fonts.</li> <li>• Work with the Council to fill the vacancies on the Local Licensing Forum</li> </ul>	All	Licensing Staff by the end of June 2013

		<ul style="list-style-type: none"> <li>Continue to include young people in the Forum (statutory requirement)</li> </ul>	Age	
4 **	<p>The population of Highland have an increased understanding of hate incidents and of their impact on individuals and communities, and</p> <p>People feel more confident in reporting hate incidents that they have experienced or witnessed.</p>	<p>Work with the police and other partners to promote awareness of hate incidents and crimes in relation to licensed premises.</p> <p>The Board will take opportunities to encourage the reporting of hate incidents and crimes, and raise awareness of the impact on those affected, for example taking part in Police and partner campaigns.</p>	All	Licensing Staff ongoing

\* Highland Council outcome

\*\* Partnership outcome

Evidence and measures related to these will be identified in the Highland Council outcomes.