

Equality and Human Rights - Equality Outcomes and Mainstreaming**Report by Director, Corporate Resources****1 Purpose of Report**

To seek to advise the Committee about the need to examine equality outcomes and have identifiable outcomes

2 Background

The Equality and Human Rights Commission expect Licensing Committees to (a) meet all of their statutory duties in relation to the above and will be ingathering and examining the equality outcomes which each listed body must publish by 30th April 2013; and (b) have identifiable outcomes published by that date; and have a mainstreaming report published by that date.

3 Content in relation to Licensing

The content in relation to Licensing is likely to address methods of approach that can improve the quality of life of persons in the nine protected characteristics: age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity' race, religion and belief, sex, and sexual orientation. The outcomes ought to be achievable, manageable and capable of being monitored at intervals of two years. Measurement of progress will be through the Council's performance management system covalent.

Practices will include existing good practice relating to equality of opportunity and ensuring that there is no discrimination, etc.

In relation to mainstreaming, provision will have to be made by the Head of Service for impact assessments to be carried out, ultimately with and for the approval of the Committee / Council, as to how the duty is being carried out.

4 Consultation

The Council is consulting stakeholders about the general aspects of the formulation of the Policy through the Community Planning Partnership; and amongst neighbouring local authorities. It is envisaged that one Policy document will encapsulate four strands of activity, namely Council, Education and the strands of Licensing activity exercised by the General Purposes Committee and the Licensing Board.

Consultation is taking / has taken place with those Organisations and Officers who are involved in providing guidance in relation to the licensing Civic Government etc

activities. As yet, no comments have been received. Further information will be provided at the meeting.

Consultation has not taken place with licence-holders. It is suggested that their involvement be secured through attendance at Stakeholder Forum meetings.

4 Report Implications

4.1 Resource

The resource implications have not been assessed.

4.2 Risk

Any risk will relate to failure to comply.

4.3 Policy

Strategy

This is part of an overall strategy.

Consultation

Council has taken place with Officer contacts.

Equalities

The theme of the report is Equality.

Sustainability

Sustainability is assured through compliance.

4.4 IT Issues

IT issues have not been considered.

5 Conclusion

In the circumstances consultation ought to take place with Partners to determine the way forward.

6 Recommendation

It is recommended that the committee approve the consultative arrangements on the basis that there will be report direct to Council in February 2013, leading to implementation by 30 April 2013.

30 October 2012

Report contact Bob Attack Tel 011 271 3161

Background Papers Equality Act 2012 and 2012 Regulations