



Equality Impact Assessment

Part 1: Screening

When reviewing, planning or providing services Northampton Borough Council needs to assess the impacts on people. Both residents and staff, of how it works - or is planning to – work (in relation to things like disability). It has to take steps to remove/minimise any harm it identifies. It has to help people to participate in its services and public life. “**Equality Impact Assessments**” (EIAs) prompt people to think things through, considering people’s different needs in relation to the law on equalities. The first stage of the process is known as ‘screening’ and is used to come to a decision about whether and why further analysis is – or is not – required. EIAs are published in line with transparency requirements.

A helpful guide to equalities law is available at: www.northampton.gov.uk/equality. A few notes about the laws that need to be considered are included at the end of this document. Helpful questions are provided as prompts throughout the form.

1 Name of policy/activity/project/practice	This is: New policy/activity/practice Early Morning Restriction Order (EMRO)
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2. Screening undertaken (please complete as appropriate)	
Director or Head of Service	Steve Elsey
Lead Officer for developing the policy/activity/practice	Louise Faulkner
Other people involved in the screening (this may be people who work for NBC or a related service or people outside NBC)	Bill Edwards

<p>3. Brief description of policy/activity/project/practice: including its main purpose, aims, objectives and projected outcomes, and how these fit in with the wider aims of the organisation.</p> <p>Please explain: The Police Reform And Social Responsibility Act 2011 introduced powers for local Authorities to apply for an EMRO which subject to consultation and adoption by the authority allows for a restriction on the sale and supply of alcohol in a designated area on specified days between midnight and six am. The purpose of the EMRO is to promote the four licensing objectives of: The prevention of Crime and Disorder, Public Nuisance, Public Safety and Protecting children from harm. This fits in with the corporate priority of safer cleaner neighbourhoods.</p> <p>Currently, evidence is being obtained as to whether an EMRO is justified in Northampton and to determine the specific area and times the EMRO should include.</p> <p>While there has been a reduction in violent incidents in the Borough overall, the reduction in the Town Centre and associated night time economy areas have not reflected the same reduction with data showing peaks of violence associated with late night opening after 3am. The aim of the EMRO is to reduce violence incidents in these areas in line with the rest of Northampton.</p>

4 Relevance to Equality and Diversity Duties

Is it linked to NBC's Equality Strategy ("Our Approach to Equalities")? NBC's Public Sector Duties? Equality Framework for Local Government Criteria? Service or departmental equality priorities? (all of these can be found at www.northampton.gov.uk/equality)

Please explain: As a key partner of the Northampton Community Safety Partnership NBC are working to reduce Alcohol related violence and it is seen that the EMRO is a tool which can assist in the Partnership achieving its target.

By reducing violence incidents with the introduction of an EMRO we believe we are making Northampton a safer place for all groups and individuals and therefore removing opportunities for potential discriminatory or hate motivated incidents that can be fuelled by the improper use of alcohol.

We do not feel at this stage, or foresee any impingement on any groups with protected characteristics in relation to their equality of opportunity.

Any EMRO that is introduced will only restrict the sale of alcohol in a designated area in the early hours of the morning. We do not believe any groups will be impacted negatively.

5 Evidence Base for Screening

List the evidence sources you have used to make this assessment (i.e. the *known evidence*) (e.g. Index of Multiple Deprivation, workforce data, population statistics, any relevant reports, customer surveys, equality monitoring data for the service area.)

There is no evidence to suggest that any particular group will be negatively impacted upon by a restriction in the sale of alcohol in the early hours of the morning. However, we are aware that a restriction to sales may have an impact upon the revenue of those establishments which could have implications for staff who work during those hours. The restriction does not impact on the other licensable activities at the premises, or the opening hours. So, there is potential for these premises to look at alternative avenues for generating revenue at those times.

Are there any significant gaps in the known evidence base? If so what are your recommendations for how and by when those gaps will be filled?

Prior to any EMRO being introduced a full consultation exercise will be undertaken. This will allow us to review our assessment based on the feedback received. We will then be in a better position to implement any initiatives to redress any identified or potential negative impact on any particular group.

6 Requirements of the equality duties:

(remember there's a note to remind you what they are at the end of this form and more detailed information at www.northampton.gov.uk/equality)

Will there be/has there been consultation with all interested parties?

Yes

Please explain: There has been an initial informal consultation exercise undertaken with premises licence holders and members of the public in general. There were 44 responses. This was seeking the general views of the public and interested parties. None of the responses identified any potential for a negative impact on groups with protected characteristics, but as stated above there were concerns in relation to potential loss of revenue resulting in closure/job losses. A full consultation will commence if the licensing Committee approve the application when it is submitted to them for consideration.

Are proposed actions necessary and proportionate to the desired outcomes?

Yes

Please explain: The number of premises affected by the EMRO is minimal. The premises can remain open and provide other activities or entertainment. Alcohol related violence is a priority for the Community safety partnership and is a key concern of the residents of Northampton. We aim to make Northampton a safer place and a key measure is the actual and perceived nature of its town centre and what happens within its night time economy. We believe that the steps are appropriate and balance the requirement to maintain a vibrant night time economy and increasing its safety for those who use it.

Where appropriate, will there be scope for prompt, independent reviews and appeals against decisions arising from the proposed policy/practice/activity?

Yes Prior to the adoption of an EMRO full consultation must take place. If there are relevant objections then a hearing will be held for those objections to be considered. If upheld then the EMRO must be amended accordingly.

Does the proposed policy/practice/activity have the ability to be tailored to fit different individual circumstances?

The proposed EMRO will be tailored to reflect the areas of the Town where the issues of alcohol related violence are of most concern.

Where appropriate, can the policy/practice/activity exceed the minimum legal equality and human rights requirements, rather than merely complying with them?

Yes

No N/A

Please explain:

From the evidence you have and strategic thinking, what are the key risks (the harm or 'adverse impacts') and opportunities (benefits and opportunities to promote equality) this policy/practice/activity might present?

	Risks (Negative)	Opportunities (Positive)
Race	None identified at this stage	A safer place
Disability	None identified at this stage	A safer place
Gender or Gender Identity/Gender Assignment	None identified at this stage	A safer place
Pregnancy and Maternity (including breastfeeding)	None identified at this stage	A safer place
Sexual Orientation	None identified at this stage	A safer place
Age (including children, youth, midlife and older people)	None identified at this stage	A safer place
Religion, Faith and Belief	None identified at this stage	A safer place
Human Rights	None identified at this stage	A safer place

7 Proportionality

Describe the scale and likelihood of these risks and opportunities

No risk identified at this stage.

8 Decision

Equality concerns arising during prospective further consultation will be duly considered