

FALKIRK COUNCIL LICENSING BOARD

Subject: Equality Act 2010 – Draft Multi-Equality Strategy 2013
Meeting: Licensing Board
Date: 15 May 2013
Author: Consumer Protection Manager

1. INTRODUCTION

- 1.1 The Equality Act 2010 replaced the existing equality legislation and consolidates anti-discrimination laws into a single Act.

2. BACKGROUND

- 2.1 A key measure within the Equality Act is the Public Sector General Equality Duty which requires public bodies to be pro-active in tackling discrimination by:

- Eliminating discrimination;
- Promoting equality of opportunity;
- Fostering good relations between those who share a protected characteristic and those who do not.

- 2.2 The General Equality Duty is supported by the Specific Duties set out by Scottish Ministers. To meet the requirements of the Specific Duties, public authorities must undertake a range of actions, including publishing equality outcomes and reporting progress and assessing and reviewing policies and practices.

- 2.3 Falkirk Council Licensing Board currently meets in the Council Chambers. The Chambers are located in the Municipal Buildings which are suitable for and accessible to disabled persons. There is an Induction Loop System for the benefit of hearing-aid users in the Council Chambers. For those who do not have English as a first language, the Board can utilise the services of interpreters and/or translators, if requested, to ensure that its proceedings and decision-making process are clear and transparent. As part of the application process, the Board currently does not monitor equality statistics.

3. EQUALITY OUTCOMES

- 3.1 An equality outcome is a result which, as a Board, we aim to achieve, in order to further one or more of the needs mentioned in the General Equality Duty; namely eliminate discrimination, advance equality of opportunity and foster good relations.

- 3.2 By focusing on outcomes rather than objectives, the aim is to bring practical improvements in the life chances of those who experience discrimination and disadvantage. The legislation covers 9 different protected characteristics, which are:

- Age;
- Disability;
- Gender Reassignment;
- Marriage and Civil Partnership;
- Pregnancy and Maternity;
- Race;
- Religion or Belief;
- Sex;
- Sexual Orientation.

4 CONSULTATION

4.1 At the heart of the equality duties is the requirement to consult widely and to consider relevant evidence relating to people who share a relevant protected characteristic and any person which appears to the Board to represent the interests of those people. The Board must also involve people in assessing how the Board is progressing in relation to achieving its equality outcomes. It is therefore proposed to consult with the following organisations:-

- Falkirk Licensing Board and its staff
- Licensing Standards Officers
- Falkirk Local Licensing Forum
- Forth Valley LGTB Development Group
- Falkirk Disability Access & Assessment Group
- Central Scotland Regional Equality Council

4.2 It is proposed that the Board carries out the consultation for a period of 12 weeks as recommended by best practice guidelines.

4.3 The draft Multi-Equality Strategy 2013 will be published on the Licensing Board's web pages and it will be open to all members of the community to respond. The strategy can be made available, on request, in alternative languages.

5. RECOMMENDATIONS

5.1 That the Board:

- a) approves the draft Multi-Equality Strategy 2013 for the purpose of consultation, and
- b) agrees to consult with the persons / organisations set out in paragraph 4.1 for a period of 12 weeks, and
- c) requires a further report on the consultation responses to be presented to the Board with a view to final determination of the Board's Multi-Equality Strategy 2013.

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Consumer Protection Manager

Date: 9 May 2013

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BACKGROUND PAPERS

Appendix A - Draft Multi-Equality Strategy